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NAVAL POSTGRADUATE SCHOOL

MONTEREY, CALIFORNIA

THESIS

**NAVY AND MARINE CORPS OFFICERS' ATTITUDES
TOWARD THE "DON'T ASK, DON'T TELL" POLICY**

by

Leo Ferguson III

March 2011

Thesis Co-Advisors:

Mark J. Eitelberg
Alice M. Crawford

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**NAVY AND MARINE CORPS OFFICERS' ATTITUDES TOWARD THE
"DON'T ASK, DON'T TELL" POLICY**

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Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

from the

**NAVAL POSTGRADUATE SCHOOL
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ABSTRACT

The present research seeks to identify trends in the attitudes of Navy and Marine Corps officers toward the policy known as "Don't Ask, Don't Tell" (DADT), which was enacted in 1993 and bars homosexuals from serving openly in the U.S. military. The study includes a survey of Navy and Marine Corps officers, administered in October through November 2010 at the Naval Postgraduate School (NPS). The study replicates similar research conducted at NPS in 1994, 1996, 1999, and 2004. Data analysis focuses on identifying trends in attitudinal changes over the past 17 years. Survey results show that a majority of Navy and Marine Corps officers in 2010 support allowing homosexuals to serve openly in the armed forces. Additionally, trend analyses suggest that acceptance of homosexuals in the military has steadily increased since the first study was conducted. The NPS project tracks the entire history of DADT, and the findings should prove useful to scholars, military leaders, and policy makers when the repeal of DADT is implemented.

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I. INTRODUCTION

A. BACKGROUND

The election of Bill Clinton as U.S. President in 1992 ushered in a long-lasting period of debate over whether homosexuals should be allowed to serve openly in the military. Candidate Clinton had promised to remove existing barriers that prevented gays from serving in the military. However, the new president's plan met with strong resistance and political conflict that raged throughout the first months of his administration. On April 5, 1993, Secretary of Defense Les Aspin directed that a Military Working Group (MWG) be formed to develop and assess alternative policy options. One such option was a compromise policy that would allow gays to serve in the military as long as they made no public declarations of their sexuality and refrained from homosexual behavior (*Newsweek*, 1993).

The MWG was instructed to come up with ways "to end discrimination on the basis of sexual orientation in determining who may serve in the armed forces" (*Minneapolis Star Tribune*, 1993). The group's approach included meeting with government and civilian experts who were internal and external to the Department of Defense (DoD). They also studied the experiences of militaries in other countries, reviewed literature, and conducted statistical analyses of military separation data obtained from the various service branches (*Minneapolis Star Tribune*, 1993).

During that same month, the Secretary of Defense commissioned the RAND Corporation to study the idea of a compromise to the existing policy that would allow gays to serve in the military secretly. This resulting study, called *Sexual Orientation and U.S. Military Personnel Policy: Options and Assessments*, determined that a policy of allowing gays to serve secretly would not be the best approach. The RAND researchers concluded that integration of homosexual personnel was a better option, since sexual orientation by itself is "not germane," as long as there are clear standards of conduct (National Defense Research Institute, 2010). The researchers also observed that it would

take the hard work of commanders and officers alike to ensure that unit effectiveness is positive, should this change in policy occur (National Defense Research Institute, 2010).

RAND's recommendation was rejected by many of the military's top leaders, including Chairman of the Joint Chiefs of Staff, General Colin Powell, retired General Norman H. Schwarzkopf, and the Commandant of the Marine Corps, General Carl Mundy (Burk, November/December 1993). Nevertheless, opponents of President Clinton's original proposal to remove barriers excluding homosexuals were amenable to a compromise that would essentially reduce those barriers. On December 21, 1993, the "Don't Ask, Don't Tell, Don't Pursue" policy was implemented under Defense Directive 1304.26 (DoD, 1993). This policy modified a commander's ability to ask military applicants and members about their sexual orientation and restricted homosexuals from revealing their sexual orientation. Hence, homosexual conduct, rather than sexual orientation per se, would become the criterion for discharges and the principal defiler of "morale, good order, and discipline" (Department of Defense, 1994).

The "Don't ask, Don't Tell" (DADT) policy, as it came to be known, was criticized by groups at both extremes of the debate—those who wanted gays completely excluded and those who wanted gays to serve openly, without any restrictions. As it turned out, the new policy relaxed certain restrictions but was unevenly enforced and still resulted in the discharge of military personnel on the sole basis of their homosexual orientation, if it (National Defense Research Institute, 2010) were somehow revealed. And, although the controversy seemed to subside for a few years, it became increasingly intense as more and more questionable cases became public. As the nation's war on terror continued well into the first decade of the 21st century, new concerns emerged on manpower usage and the loss of qualified men and women discharged under the DADT (Korb, Duggan & Conley, 2009). One specific focus was the untimely loss of otherwise-qualified service members trained in "critical occupations," such as language interpreters and engineers (Korb et al., 2009).

When Barack Obama campaigned for president, he pledged to repeal the law that banned openly gay men and lesbians from serving in the military. His election in 2008, not unlike that of Bill Clinton 16 years earlier, once again placed the nation at odds when

it came to the subjects of military morale, unit cohesion, and military effectiveness. In mirrored fashion of President Clinton's push for open integration of gays, the establishment of a Defense Department panel by Defense Secretary Robert M. Gates was the first big step toward a radical change in policy. The DoD Comprehensive Review Working group (CRWG) was given a one-year deadline of 1 December 2010, to analyze all relevant issues that might result from the repeal of DADT. (American Forces Press Service, 2010). After many years of heated debate and public discussion, amid social and cultural changes both nationally and globally, the landscape for removing barriers to gays had been significantly altered. In fact, a clear majority of the American people supported removing DADT (Zimmermann, 2010), and many outspoken critics of change, such as General Colin Powell, now called for its repeal (Baker, 2010).

The repeal of DADT was not only backed by the President of the United States, but also by the Secretary of Defense and the Chairman of the Joint Chiefs of Staff (American Forces Press Service, 2010). Further, cases such as that of Major Margaret Witt, who sued the Air Force and won after she was discharged under DADT, suggested that the nation's legal system was becoming less deferential toward the military and its policy toward gays (New York Times, 2010). Indeed, the United States Court of Appeals for the Ninth Circuit's decision to reinstate Major Witt's case became only one of several important civil actions that would force many public officials to reconsider repeal. Another such action was a lawsuit by the "Log Cabin Republicans" against the government, challenging the constitutionality of the DADT policy (The Associated Press, 2010). The initial outcome of this case was a ruling by federal judge Virginia Phillips that the policy was unconstitutional, resulting in a temporary suspension of the military's ability to enforce DADT (CNN, 2010).

During the suspension, recruiters were authorized to admit prospects who stated they were gay and met the qualification standards to join the armed forces. At the same time, recruiters were still prohibited from asking potential recruits if they were gay as part of the application process. Additionally, recruiters had to inform prospects that a reversal of the court decision could occur at any time, whereby the DADT policy would be reinstated (CNN, 2010). With a two-to-one vote, a three-judge panel on 20 October

2010 granted the Obama Administration's request to uphold the DADT policy, so that the CRWG's findings and related legal issues could be thoroughly addressed. The Obama administration also argued that ending DADT by court order could put national security at risk (CNN, 2010).

As the deadline for the December CRWG report approached, early drafts of the group's results were leaked to the press. The working group's draft results concluded that lifting the ban on gays serving openly would have minimal consequences and that it would not adversely affect current war efforts (O' Keefe & Jaffe, 2010). In fact, it was revealed that some 70 percent of service members who responded to the survey believed that the effects of repeal would be positive, mixed, or nonexistent (O' Keefe & Jaffe, 2010). The draft report was divided into two parts: one section explored whether the repeal would hurt unit readiness or morale. The second part detailed a plan for ending the enforcement of DADT (O' Keefe & Jaffe, 2010). In any event, the actual report needed to give a clearly-stated direction of policy to the various branches that were still uneasy about the potential consequences of repealing DADT.

At this point, senior leaders in the Marine Corps publicly supported keeping the DADT policy, and strongly expressed several concerns. These concerns included the finding that some 40 percent of Marine Corps respondents expressed reservations about the ban being lifted, and that the repeal could adversely affect combat operations in Iraq and Afghanistan (O' Keefe & Jaffe, 2010).

Just the same, release of the CRWG study on 1 December 2010 did little to ease the tension between opposing factions. Senator John McCain, for example, one of the nation's leading opponents of repeal, criticized the results of the Pentagon study. Senator McCain felt that the number of responses to the CRWG survey was too low and that the policy change would disproportionately impact troops who are in a combat environment (McCarter, 2010). Arguments such as these, in hearings before the Senate Armed Services Committee, continued to delay final deliberation of DADT by the entire Senate. On 9 December 2010, the Senate failed to come up with the necessary votes to start debating the 2011 Defense Authorization Bill, which included a provision to repeal DADT (*American Independent*, 2010). With a final vote of 57–40, the only remaining

option left for pro-repeal senators, such as Joe Lieberman and Susan Collins, was to propose it as a stand-alone bill that would be voted on during the next “lame duck” session (*American Independent*, 2010). Indeed, their gamble paid off. On 18 December 2010, by a vote of 65–31 the Senate approved allowing gays and lesbians the right to serve openly in the military (Miscaro & Muskal, 2010). Subsequently, the legislation passed in the House of Representatives by a vote of 250 to 175 (Mataconis, 2010)

President Obama kept his promise to the American people by signing a new bill that repealed DADT on 22 December 2010. Implementation of the newly-signed policy would not be immediate, as military officials continue to examine and rewrite different policies, regulations, and directives related to the current law (Miscaro & Muskal, 2010). This slow transition was intended to send a message to the many stakeholders, such as military personnel and their dependents, politicians, gay communities, equal rights groups, businesses, contractors, religious groups, and civilians, that the change in policy would be treated with the utmost sensitivity and care.

B. PURPOSE

This study extends research that was first conducted in 1994 by Fred Cleveland and Mark Ohl, and has since been replicated by Margaret Friery (1996), John Bicknell (1999), and Alfonzo Garcia (2009); all researchers were students at the Naval Postgraduate School (NPS). The study includes administration of a survey to Navy and Marine Corps officers at NPS. Marine Corps Officers were first added to the survey in 1999. This is a relatively limited, but valuable, study because it is the only known indicator of attitudinal trends among officers over the 17-year period of DADT. Data analysis focuses on changes in the attitudes of Navy officers toward homosexuals and the DADT policy. The study also examines the attitudinal changes of Marine Corps officers since 1999 and compares the results for Navy officers with those of officers in the Marine Corps.

The findings of this study are important for several reasons. Most importantly, the results provide some perspective on how military officers’ views may have changed over the 17 years that DADT was in effect. It covers social and psychological theories of why

attitudinal changes may have occurred, tracks trends regarding expression of tolerance and cohesion, and allows the researcher to compare selected military views on homosexuality with those of mainstream society.

C. THESIS ORGANIZATION

The thesis is organized into five chapters. Chapter II provides a literature review of selected studies and research that have looked at homosexuality, attitudes toward homosexuals, and gays in the military. Additionally, the literature review briefly examines social-psychological reasons for attitudinal change. Chapter III presents a detailed description of the methodology used for the study. This includes a description of the survey and data analysis. Chapter IV provides the study results, covering five main areas: Navy Officers vs. Society, Naval Officers' Attitudinal Trend Analysis, Navy vs. Marine Corps Attitudinal Differences, Marine Officers' Attitudinal Trend Analysis, and Demographic Group Comparisons. Chapter V then looks at the reasons why it is important to know about current attitudes toward DADT as open integration of homosexuals in the military moves forward. Additionally, several recommendations are offered to strengthen future research applications.

II. LITERATURE REVIEW

A. NPS THESIS SERIES

A series of studies conducted by graduate students at the Naval Postgraduate School (NPS) preceded and guided the present research. The primary objective of each was to analyze the attitudes and knowledge of NPS officer-students regarding DADT. As previously noted, the first two studies included only Navy officers. Beginning in 1999, Marine Corps officers were surveyed as well. Each study was published at NPS as a Master's thesis. These studies are considered unique, since: no similar surveys on service members' attitudes toward DADT were conducted until recently when the Department of Defense conducted a Comprehensive Review Working Group study (2010); the surveys, although cross-sectional, can reveal changes in attitudes and trends over time; and the period covered includes the entire history of DADT, with the first survey coming just months after the policy was introduced, and the last coming just weeks before its repeal. The NPS thesis series is the only known research of its kind, tracking DADT from its establishment to its repeal. Presented below is a summary of each study in the series.

1. F. Cleveland and M. Ohl, *"Don't Ask, Don't Tell" Policy Analysis and Interpretation* (1994)

The data for this study were collected using a 43-item survey that was given to approximately 1,000 Navy officers at NPS. This was followed by structured interviews with focus groups, which provided additional comments on the policy and related topics. The study found that Navy officers neither liked nor understood the newly implemented DADT policy. The data revealed that these attitudes could be altered if more clarity were given to the policy. Additionally, a large majority of the Navy officers at NPS saw military service as a privilege and not a right of citizenship. The authors reported that Navy officers' attitudes were positive when it came to the issue of equal rights for homosexuals, but the respondents felt that gays and lesbians should not receive "special privileges" (Cleveland & Ohl, 1994).

The authors also found that officers with more frequent contact with homosexuals tended to be generally more tolerant in their views. In addition, they illustrated that one motive for much of the confusion with DADT was the policy's redefinition of "orientation" and "conduct," which caused many junior officers to interpret the rules conservatively. The research also established that younger officers are more open-minded to living near and working with homosexuals. Further, some 30 percent of respondents felt that it would only be a "matter of time" until full and open acceptance of homosexuality would occur in the Navy (Cleveland & Ohl, 1994).

2. M. R. Friery, *Trends in Navy Officers' Attitudes About the "Don't Ask, Don't Tell" Policy* (1997)

This study collected data using a 50-item survey that was distributed to approximately 800 Navy officers at NPS. The study also conducted post-assessment evaluation using focus groups to collect feedback on the survey. The results were similar to that of Cleveland and Ohl (1994) in that demographic factors were found to be related to certain attitudes of the naval officers. In addition, misperceptions on how to apply the DADT policy were still present; that is, officers were basically confused over how to interpret the policy's premise that being gay or lesbian is incompatible with military service. The researchers also found that no statistically significant differences in Navy officers' attitudes toward homosexuals were based on gender, race/ethnic group, or years of service (Friery, 1997).

The survey results also indicated that officers' attitudes throughout the sample group continued to be generally negative toward homosexuality within the military. At the same time, officers who said they knew a homosexual were more favorable toward having gays in the military. Since the first study in 1994, the results have suggested that men and women alike were both becoming more tolerant of homosexuals, but a majority of them still did not want to serve with open homosexuals. Survey responses also revealed that 55 percent of Navy officers felt the Navy's attitude toward gays and lesbians had softened since the implementation of DADT (Friery, 1997).

Likewise, 56 percent of Navy officers believed that it was “just a matter of time” before military policy changed to full and open acceptance of homosexuals. Still, overall understanding of the policy continued to be a problem, with 60 percent of officers interpreting at least two policy questions incorrectly. For example, 68 percent of respondents did not agree that revealing one’s homosexuality to a superior officer qualified as sexual misconduct under DADT; and 65 percent of respondents did not think that Commanding Officers needed to investigate reports of same-sex hand-holding (Friery, 1997).

Focus group assessments showed that many commanders used the apparent misunderstandings of DADT to selectively apply the policy on a case-by-case basis. This was demonstrated most clearly when 16 of 29 officers disagreed with the statement, “homosexuality is incompatible with military service,” a cornerstone in DADT’s creation, because these officers believed that sexual orientation is *unrelated* to professional capability and commitment (Friery, 1997).

3. J. W. Bicknell Jr., *Study of Naval Officers’ Attitudes Toward Homosexuals in the Military* (2000)

To collect data for this study, a 45-item survey was distributed to 881 Navy and Marine Corps officers at NPS. Additionally, another 613 surveys were distributed to enlisted Sailors and Marines at the Defense Language Institute (DLI) in Monterey, California. Hypothesis testing, factor analysis, and regression analysis were used to analyze the results.

This study found that Navy officers in the year 1999 were more tolerant of gays and lesbians in the military than were those who responded to the studies in 1994 and 1996. Demographic factors, such as military service, gender, and seniority, once again corresponded to the individual’s tolerance levels. For example, younger, more junior officers and officers who had friends, family, or acquaintances who were homosexual tended to be more tolerant of homosexuals in the military. And yet, a majority of the officers still saw homosexuality in a negative manner and felt that the DADT policy should *not* be changed (Bicknell, 2000).

Bicknell (2000) also found that Navy male officers were less tolerant than Navy female officers; and senior officers were less tolerant than junior officers in both the Navy and Marine Corps. Regarding military readiness, cohesion, and leadership, the study indicated that Marine officers in 1999 were generally less tolerant than were Navy officers in 1994. This difference here between Navy and Marine Corps officers was as high as 38 percentage points. Additionally, women were found to be the most tolerant of all officers, and the trend from 1994–1999 showed that women were becoming increasingly more tolerant of gays and lesbians than were men (Bicknell, 2000).

At the same time, women Navy officers had proportionately more acquaintances who were homosexual. This factored acquaintance was found to correlate with the high level of tolerance exhibited by women. Conversely, Marine officers had the lowest percentage of homosexual acquaintances and they also exhibited the least tolerance in their responses to survey questions. Overall, NPS Navy and Marine Corps officers' tolerance apparently increased measurably over the period from 1994 to 1999 (Bicknell, 2000).

4. A. E. Garcia, (2009)

This study's data collection method consisted of a 56-question survey that was electronically administered to 883 Navy and Marine Corps officer-students at NPS. Although the survey was conducted in 2004, the results were not reported until 2009 in an NPS thesis (Garcia, 2009). Respondents included 753 Navy officers and 130 Marine officers. The results of the survey were basically consistent with that of the previous three NPS studies on attitudes toward DADT. A majority of Navy and Marine officers at NPS in 2004 did not support having homosexuals serving openly in the military. Nevertheless, trends continued to show that certain negative attitudes toward homosexuals in the military were decreasing with time. Similarly, levels of tolerance for homosexuals in service continued to increase over the years (Garcia, 2009).

B. OTHER MILITARY STUDIES

1. D. Weiss and A. Estrada *Report on Attitudes of Military Personnel Toward Homosexuals*, (1999)

In this study, the researchers analyzed questionnaire responses from 72 male members of the U.S. Marine Corps Reserve. The primary purpose of the study was to assess the attitudes of enlisted military personnel regarding homosexuals in society as well as those in the military. The data collected were obtained from a 40-item questionnaire that the Marine respondents filled out. The age range of the respondents was 19-46 years, with a mean of 23. The average length of service was 4.2 years. Of those who responded 78 percent were single, 14.1 percent were married, and 7.8 percent were living with a significant other. Ninety-four percent had a high school diploma, 77.1 percent stated they had some college, 4.3 percent were college graduates, and one individual had an advanced degree. The ethnic composition of the sample was 45.7 percent Latino, 12.9 percent Asian, 4.3 percent African American, 32.9 percent white, and 4.3 percent other.

This study approach used two separate scoring systems to assess the various ranges in the attitudes of the volunteers. The first scaling system was the “Attitudes toward Lesbian and Gay Men Scale” (ATLG), created from G. Herek’s studies conducted in 1984–1994. The first 20 statements on the questionnaire were scored using this system because it consisted of two ten-item subscales, one for attitudes toward gay men and the other for attitudes toward lesbians (Weiss & Estrada, 1999). The second half of the questionnaire, which had another 20 questions, used the “Attitudes toward Homosexuals in the Military Scale” (ATHM), which was designed to assess the service members’ attitudes toward homosexuals in the military (Weiss & Estrada, 1999).

The results of this study showed that attitudes toward gays and lesbians in and outside of the military were slightly negative. Additionally, the attitudes of the all-male sample toward gay men were significantly more negative than were their attitudes toward lesbians. The study also found that 63.9 percent of respondents agreed or strongly agreed with the statement, “I think male homosexuals are disgusting.” And yet, 59 percent of the

respondents disagreed or strongly disagreed with the statement, “Male homosexuals should not be allowed to teach school.” In fact, the ATHM scale suggested that shows that respondents’ attitudes were more negative toward homosexuals in the military than they were toward homosexuals in general. When the statement, “I feel that the ban on homosexuals in the armed forces should be lifted,” was introduced, 71.9 percent disagreed or strongly disagreed with the statement.

The survey also showed that 77.5 percent of respondents disagreed or strongly disagreed with the statement, “I feel that gays and lesbians should be allowed to serve openly in the armed forces,” and 69.2 percent agreed or strongly agreed with the statement, “It is all right for gays and lesbians to be in the military as long as I don’t know who they are.” Equally important is the 48 percent agreed with the statement, “In the event of a draft, gay men should be drafted the same as straight men” (Weiss & Estrada, 1999).

2. RAND, *Sexual Orientation and U.S. Military Personnel Policy [Update to 1993 Study]*, (2010)

This study was originally conducted at the request of the Secretary of Defense in 1993 to aid in ending discrimination based on sexual orientation. At that time, the RAND research team provided information and analysis on key issues relevant to ending sexual discrimination within the armed forces. The updated study in 2010 focused on four key issues: how the environment has changed in and outside the military since the implementation of DADT; how a repeal of DADT would affect readiness and effectiveness specifically regarding personnel retention and recruiting, unit cohesion, and force health; what service members, including homosexual members, think about the possibility of a repeal; and the experiences of other institutions that have allowed homosexuals to function openly (National Defense Research Institute, 2010).

a. *Social Change and Public Opinion*

As observed by RAND since 1993, national polls continue to show that gay men and lesbians are receiving increasing visibility from today's public (National Defense Research Institute, 2010). The 2010 RAND study also cites a CBS news poll showing that six of ten Americans have a close friend, work colleague, or relative who is gay or lesbian (National Defense Research Institute, 2010). Many people argue that the increased visibility of homosexuals has led to a shift in public opinion and added motivation for rights groups working against discrimination and harassment based on sexual orientation. Along with these changes has come more expansion in same-sex partner rights. According to RAND, since 1993, benefits for same-sex partners, particularly in the private sector, are becoming increasingly permissible. In April of 2009, the federal government added a measure of acceptance when President Obama signed a memorandum calling for medical facilities that accept Medicaid and Medicare to allow visitation rights for all same-sex partners (ABC News, 2010). The President's actions continue to favor allowing same-sex benefits by recently extending federal benefits to same-sex partners of federal employees; these benefits include employee's assistance programs and child care subsidies (National Defense Research Institute, 2010).

When looking at public opinion, RAND researchers found that, over the past 17 years, public opinion reflects greater tolerance, acceptance, and inclusion of homosexuals into American society. For example, the 2010 Gallup poll shows more than half of Americans are accepting of gays and lesbians, and almost all of society also feels that they should be given equal rights (National Defense Research Institute, 2010). Moreover, analysts continue to find an increased trend in public acceptance of gays and lesbians serving openly in the armed forces. This trend is consistent across various polling organizations, even though each one used diverse wording when referring to homosexuals. These changes can be attributed to various reasons, such as an increase in visibility of pro-rights groups and influences from pop culture. Other possible reasons include the rising number of Americans, particularly among the young, who know a person who is gay or lesbian. (National Defense Research Institute, 2010).

b. Issue of Concern to the Military

One topic that has continued to emerge in studies over the years among researchers is the concept of unit cohesion and how it might be affected by the repeal of DADT. Analysts from RAND again differentiated between social cohesion and task cohesion. They found that task cohesion is a better predictor of how a unit will perform than is social cohesion. Likewise, RAND researchers found that performance is more important to cohesion than cohesion is to performance. That is, if a group performs well, it is likely to be more cohesive (National Defense Research Institute, 2010). In fact, studies by several different scholars echo that the interpersonal connection between service members in combat does not stem from task or social cohesion. They cite the 1971 work of Charles Moskos, believing that it comes from an adaptation to situational circumstance forces and the nature of professional trust (National Defense Research Institute, 2010). The fundamental principle is that it takes time to build interpersonal bonds; but, once formed, they have an unlimited lifespan, are formed and shared around a clear goal, and depend on tightly coordinated activity. Yet, trust is the primary element that continues to form these bonds among completely different individuals and make them effective. (National Defense Research Institute, 2010).

Several studies are cited by RAND identifying numerous conditions that would most likely lead to conflict among military group members, none of which are associated with the idea of repeal. However, a few conditions that did consistently create conflict were: personality clashes, task conflicts about how things should be done, and group decision-making for complex tasks. Yet, the overriding theme in previous studies on cohesion and performance suggest that interpersonal conflicts would be minimal, and the key to stopping insignificant disruptive acts is through commander intervention (National Defense Research Institute, 2010).

c. *Opinions of Military Personnel*

To learn more about the various opinions of service members, RAND conducted 22 dissimilar focus groups at ten different military installations. The results showed that no members in the focus groups displayed hostility toward gays and lesbians in the armed forces. Mixed opinions were found when it came to the question of open service for gay and lesbian personnel, but service members on both extremes agreed that, if DADT were repealed, the armed forces could make it happen. Correspondingly, survey responses from homosexual service members showed that disclosure of their sexual orientation to other military personnel is usually rare, but that many members already knew there was a gay or lesbian in the unit (National Defense Research Institute, 2010). Responses from homosexual personnel suggested that, even if DADT were repealed, only about half of them would reveal their sexual orientation. Many service members felt that a clear leadership commitment, clear conduct standards for everyone, and zero tolerance for harassment would be the way to succeed if repeal takes place (National Defense Research Institute, 2010).

3. *Department of Defense, Report of the Comprehensive Review Working Group: Issues Associated With a Repeal of DADT (2010)*

President Obama's pledge in 2008 to end DADT eventually led to Secretary of Defense Robert M. Gates commissioning a Comprehensive Review Working Group (CRWG) in March 2010 (Korb et al., 2009). The working group's directive was to examine all aspects of repealing DADT; to identify impacts on readiness, military effectiveness, unit cohesion, recruiting, retention, and family readiness; and to offer recommendations on how to address these issues. The group was asked to determine leadership, guidance, and training on standards of conduct for new policies, and to determine the necessary changes needed for existing policies, regulations for personnel management, facilities, investigations, and benefits (Department of Defense, 2010).

Additional tasking required recommendations for changes to the Uniformed Code of Military justice (UCMJ), monitoring and evaluating existing legislative proposals to repeal Title 10 U.S.C. 654 and all proposals introduced to Congress during the review

process. Moreover, the group was given the task of monitoring workforce climate and military effectiveness that support implementation of the repeal, and to evaluate the issues raised in ongoing litigations involving Title 10 U.S.C. 654 (Department of Defense, 2010).

To discover the perspectives of the military community, the working group collected data on the views of service members and their families through multiple means. These resources included 95 information exchange forums at 51 separate installations, 141 focus groups of 9–12 service members or family members, and the use of an on-line inbox. The inbox allowed service members and their families to express their views about the working group and DADT. On 7 July 2010, the Department of Defense Comprehensive Review Survey of Uniformed Duty and Reserve Service Members (DoDCRS) was distributed to some 400,000 U.S. military troops by e-mail. The survey resulted in 110,000 responses, for a response rate of 28 percent. The survey consisted of 103 web-based questions and took 30 minutes to complete. It was accessible to service members until 15 August 2010.

The 28-percent response rate of the email-delivered DoDCRS was challenged by some commentators soon after the report was published. A research memo from the Palm Center at the University of California Santa Barbara concluded that the response rate for the DoDCRS survey is within range for a typical web-based survey (Moradi Bonnie, 2010). The Palm Center's study explains that there continues to be a steady decrease in the survey response rates of the general population and military service members over the years. Additionally, web-based surveys tend to yield lower response rates than other survey modes. Comparison of different survey mode combinations (mail, e-mail, e-mail and postcard) found that using e-mail alone as the only delivery source yields the lowest response rates (Moradi Bonnie, 2010). Still, a meta-analysis of response rates on web surveys versus other survey modes showed a median of 29 percent (across 30 web surveys) and 27 percent across 39 web surveys (Moradi Bonnie, 2010).

The research conducted by the Palm Center found no association between non-response rates and non-response bias, citing multiple reviews and meta-analyses showing that low response rates are not tantamount to bias (Moradi Bonnie, 2010). Lastly,

additional studies on response rates indicate that surveys that fall are self-administered and administered to members of a specific group or organization tend to have lower non-response bias. The DoDCRS fell into both of these categories. Evidence thus confirms that nonparticipation may not be a function of the subject of the survey, but instead due to other reasons, such as potential respondents being too busy, seeing the survey as unimportant, or believing it would take too much time to complete. (Moradi Bonnie, 2010).

Other resources that the working group used to collect data on military personnel and their families included a spouse survey, which consisted of 43 questions, and was sent to 150,186 service members' spouses; and a confidential communication mechanism that afforded gay and lesbian service members a chance to communicate their thoughts and opinions concerning DADT to the working group in an anonymous and confidential manner (Department of Defense, 2010).

The results of the DoDCRS indicated that a majority of military personnel felt repealing DADT would have either a positive, mixed, or no effect on military readiness, unit cohesion, military effectiveness, recruiting retention, or family readiness. Responses to a question on working together to get the job done (Question 68a) "while having an openly gay or lesbian individual in your unit," showed that 70 percent of service members felt the effect would be equally mixed, nonexistent, or positive. In fact, 62 percent of personnel who were surveyed responded that their military career plans would not change if a repeal were implemented, and 11 percent said that they did not know what they would do (Question 81). In general, the study found that 50–55 percent of personnel sense the repeal would have a mixed effect or no effect, and 15–20 percent thought that it would have a positive effect. About 30 percent of respondents felt that the effects would be negative (Department of Defense, 2010).

a. *Misperceptions on Open Service*

The survey shows that 36 percent of military personnel acknowledge they are currently in a unit that has at least one or more homosexuals (Department of Defense, 2010). Further, the survey results indicate that 69 percent of military personnel say they have served with a gay or lesbian service member at some time in their career. During the working group's team discussions and interviews, it was found that service members' perceptions for an individual they think is gay or lesbian and work with on a consistent basis tend to be based on actual interactions or experiences with that person. This included speaking to the individual's tactical/technical capabilities and other characteristics that contribute to his or her position in that unit, squad, or fire team (Department of Defense, 2010).

In contrast, when military personnel were asked about serving with a hypothetical gay service member who is "open" and with whom they have never worked, the responses were quite different. Under these conditions, the imagined homosexual's orientation became the dominant characteristic of the person, and stereotypes filled in the rest of the service member's perception. The perceived stereotypes included the following: gay men will act feminine; lesbians will act masculine; gay service members will act as sexual predators, if allowed to be open; and there will be open displays of affection in the military environment by same-sex couples. The CRWG concluded that these views could not be supported and that they were inconsistent with the reported experiences of most service members (Department of Defense, 2010).

Interestingly, military members who served with a homosexual are less likely to see the repeal of DADT as adversely affecting unit tasking, social cohesion, and unit effectiveness. Conversely, service members who believe they have never served with a gay or lesbian person are more likely to see the repeal of DADT as having a negative impact on the key elements of unit tasking, social cohesion, and unit effectiveness. At the same time, 92 percent of military personnel who have ever served in a unit with a coworker who is gay or lesbian claim that the unit's ability to work together was "very good," "good," or "neither good nor poor" (Department of Defense, 2010).

From these findings and other research, such as the RAND (2010) study of “Sexual Orientation and U.S. Military Personnel Policy,” the working group concluded that there would not be a mass “coming out” of gay service members revealing their sexual orientation. Indeed, as the RAND study concluded, most homosexuals tend to be discreet and selective in revealing their sexual identity (National Defense Research Institute, 2010).

b. Impact of Repeal on Cohesion

The CRWG report, drawing from the study by RAND, identifies two dimensions of cohesion, task and social. Task cohesion as observed previously, is a unit’s ability to work together effectively, while social cohesion is the unit’s ability to get along and trust each other. According to the CRWG survey, 70–76 percent of service members thought that repeal would have either positive, mixed, or no effect on task cohesion. Additionally, 67–78 percent of respondents felt that repeal would also have a positive, mixed, or no effect on social cohesion (Department of Defense, 2010).

c. Impact of Repeal on Unit Effectiveness

The CRWG survey asked service members about their unit’s ability to get the job done “on a day-to-day basis” if DADT were repealed. The results showed that 80 percent of service members with no combat deployment experience since 11 September 2001 felt that repeal would have a positive, mixed, or no effect. Respondents with combat experience during this period were asked if repeal would impact their unit’s effectiveness “in a field environment or out to sea.” Some 56 percent of persons with combat experience felt that repeal would be either positive, mixed, or have no effect at all. However, about 44 percent felt it would have a negative effect. Yet, when service members were asked about the effects “in intense combat situations” or “when a crisis or negative event happens that affects my unit” the negative responses dropped to 30 percent and the belief that repeal of DADT would be positive, mixed, or have no effect jumped to 70 percent (Department of Defense, 2010).

d. Impact of Repeal on Unit Readiness

With regard to unit readiness, the survey indicated that 67 percent of personnel believe the effect of repeal on their personal readiness would have a positive or no effect, and 22 percent stated the effect would be equally positive as negative; (meaning a neutral effect). Approximately 12 percent of service members felt the effect would be negative. When speaking to the issue of how repeal would affect their ability to train well, survey results showed that 58 percent claimed repeal would have a positive or no effect on their ability to train well, 21 percent said the effect would be equally positive as negative, and 21 percent said the effect would be negative. A negative trend resulted when it came to the question of a unit's ability to train well together. Some 31 percent felt that the repeal would have a negative impact on their unit's ability to train (Department of Defense, 2010).

e. Impact of Repeal on Morale

When service members were asked about their opinion on how morale might be affected if DADT were repealed, responses were consistent with those statistical results of effectiveness, cohesion, and readiness. About 62 percent of service members responded that the repeal would be positive, mixed, or have no effect on morale, while 28 percent felt the effect would be negative, and an additional 10 percent felt they did not know (Department of Defense, 2010).

f. Those Who Have Already Served With Someone They Believe Is Gay

The CRWG survey included several questions to provide feedback on the work-related interaction and contact of service members with homosexuals. The results showed that 75 percent of service members worked at some point in their career with a leader, co-worker, or subordinate they believed to be gay or lesbian. Likewise, 69 percent stated that they had worked with a co-worker they believed was gay or lesbian and 36 percent said they were currently serving with an individual they believed to be gay or lesbian (Department of Defense, 2010).

g. Exchange Forums

When members were asked in large information exchange forums, “How many of you have already had the experience of serving in a unit with a person you believe to be gay or lesbian,” at least 80 percent raised their hand. Results showed that service members who raised their hand to the previous question were more likely to say that the repeal would have a positive, mixed, or no effect on unit cohesion, unit effectiveness, unit readiness, recruiting, retention, and family readiness. In the same manner, 74 percent of personnel currently serving with a perceived homosexual, when asked how the repeal of DADT would affect their immediate unit’s effectiveness in intense combat, stated that the impact would be positive, equally positive and negative, or have no effect, while 26 percent felt it would be negative (Department of Defense, 2010).

Further results showed that some 33 percent of members who believed they were not serving with any gays or lesbians predicted that the repeal would have a negative impact on unit effectiveness in combat situations (Department of Defense, 2010). Yet, those service members who currently believed they were serving with a homosexual, and responded that the effects of repeal would be positive, mixed, or have no effect on aspects of unit cohesion, were 3–8 percentage points higher than those service members who felt that they do not currently serve with any homosexuals (Department of Defense, 2010). Also, service members who thought they were currently serving with a homosexual and responded that the effects of a repeal would be negative, were 6 percentage points lower than those who believed they were not currently serving with any gays or lesbians (Department of Defense, 2010).

h. Army, Marine Corps, and Combat Arms

The CRWG survey results indicated that Marine Corps personnel were more negative in their responses regarding repeal of DADT than were members of all other branches. In fact, the combat arms community of the Army and Marine Corps were more negative than all other service communities when it came to the suggestion of repeal. Moreover, nearly 60 percent of personnel in the Marine Corps and Army combat arms specialties assumed there would be a negative impact on unit effectiveness if repeal

occurred (Department of Defense, 2010). First respondents in Marine Combat arms, the proportion was even higher at 67 percent. At the same time, only 44 percent of all service members said their unit's effectiveness "in a field environment or at sea" would be negatively impacted by repeal (Department of Defense, 2010).

When asked how the repeal would affect the readiness of their immediate unit, 32 percent of all Marines felt there would be a negative impact, 35 percent of Army combat arms personnel agreed with the Marines' negative assumptions, and 43 percent of Marine Combat arms members also felt that the results would be negative. In contrast, 21 percent of all service members felt the impact would be negative (Department of Defense, 2010).

On the topic of cohesion, 43 percent of Marines predicted that repeal would have a negative impact on their unit's ability to "work together." When it came to Army Combat arms personnel, the results were 48 percent; and for those in Marine Combat arms, it was 58 percent. Negative results for services overall remained at 30 percent. On the whole, service member responses differed largely when it came to concerns of trust between unit members if a possible repeal took place. For Marines, 47 percent felt the impact would be negative, while Army combat units agreed at a higher rate of 49 percent, and Marine combat arms personnel agreed at 60 percent (Department of Defense, 2010).

At the same time, Marines, Army combat arms personnel, and Marine combat arms personnel reported lower incidents of working with a perceived homosexual. Only about one quarter of Army combat arms personnel, and Marines in general believed that they worked with a gay or lesbian member. The rates were even lower when it came to Marine combat arms personnel (Department of Defense, 2010). This is in comparison to the overall force where more than one-third of the personnel believed they currently served with a gay or lesbian member. In short, the CRWG analysis shows that men who serve in gender-integrated units are less likely to predict a negative impact on repealing DADT. Of those members in gender-integrated units, 29 percent predicted a negative impact from a repeal, compared with 39 percent in non-gender-integrated units (Department of Defense, 2010)

C. THEORIES TO EXPLAIN THE TREND OF ACCEPTANCE

1. “Contact Hypothesis”

Gordon Allport’s “contact hypothesis” states that, under the right conditions, interpersonal contact will work to reduce discrimination, prejudice, and stereotypes that come with one group or a person not knowing another (Allport, 1954). Allport taught that prejudice is a result of not possessing certain information and having incomplete facts. As a result, individuals fill in the blank areas with generalizations and stereotypes learned through other means. The basis of Allport’s concept is that, through interaction or contact, the missing pieces of information are put into proper place while supplanting blanketed generalizations, leading to better relations between the two opposites (Brent, 2008).

Berry (2008), on the other hand, suggests that greater contact between two different social groups does not always lead to a reduction in prejudicial attitudes and discriminatory behavior. Focusing on Allport’s restrictive definition of prejudice, or “those cases in which there was no basis for intergroup hostility arising from real conflict,” we find that the situation the two groups are in will dictate whether the discriminatory attitudes increase or decrease (Brent, 2008). The four variables, or “optimal conditions,” that many contact theorists suggest need to be present to reduce intergroup prejudice include the following: equal status between groups in the situation; no competition between groups; common goals; and the presence of social norms supporting intergroup contact. Even with these several conditions in place, several researchers have suggested that a negative relationship between contact and prejudice can exist simultaneously on an individual level and still be positive at the aggregate level. This implies that intergroup contact lowers prejudice rates; but, in areas with higher levels of opposing social groups, there can be higher levels of prejudice. Additionally, Berry’s research revealed that the effects of contact can depend on social location, socioeconomic status, and age (Berry, 2008).

2. “Ethnicity Conflict and the Contact Hypothesis”

Forbes (1997) argues that greater contact between individuals or groups does not necessarily undermine negative stereotypes or improve intergroup relations by making them see each other as equals. Forbes cites the 1950s studies of sociologist Robin M. Williams, who conducted surveys of social contacts and ethnic attitudes in several cities in different regions of the United States. The findings indicate that more contact does lead to reduced discrimination, but the amount of reduction is dependent upon location. The results also suggested that proximity plays a large part as to whether the contact results are positive or negative. Forbes (1997) cites several examples, such as the various nationalities in the Balkans where we see that, despite the increased opportunities to form close personal relations, conflict continues and even grows. Other examples of groups within close proximity that still have a history of hostility are the French and Germans and the Indians and Pakistanis (Forbes, 1997).

Hence, Forbes' research found that the more contact for certain groups, the more problems between these groups. It seems that, with an increase in the size of a minority group comes more chances of contact and casual contact; and with this, prejudices against a group can also increase. In any case, Forbes finds that the key to reducing conflict is to concentrate on the conditioning variables. Variables such as prejudice, discrimination, stereotyping, and hostility should be accounted for to help specify the kinds and situations of contact one wants to achieve to produce a desired outcome. When contact conditions are right, favorable results can thus reduce prejudice and discrimination. If contact conditions are not right, the end result could be no effect or even an increase in hostilities between the two groups. So, it seems that the primary concern here is to foster the right kind of contact and yield positive effects (Forbes, 1997).

Forbes (1997) also reiterates three of the crucial variables that so many contact theorists have stated are needed to achieve the conditions for a positive outcome: equal status between groups in the situation; common goals; and the presence of social norms supporting intergroup contact. According to Forbes, depending on the value that each

variable plays in the situation, greater conflict will either increase or decrease the relationship. This explanation is similar to the belief that increased contact only intensifies whatever process of separation or accommodation that was already underway. It will lead to greater prejudice and rejection or greater respect and acceptance, depending on the situation in which it occurs. Opposing what Allport (1954) suggests, Forbes argues that contact theory sets up conflict of interest on how groups are supposed to find a basis for common culture and norms in their dealings with each other (Forbes, 1997). He suggests that each group needs to learn from the other to have a positive contact effect, but the common action will be for groups to stiffen resistance because each defection adds to the loss of loyalty for that group. In fact, he states that ethnic conflict reinforces the idea that social processes and noneconomic conflict, i.e., cultural difference, will work against groups, so a positive result will not always occur between two groups strictly because of increased contact (Forbes, 1997).

3. “Cultivation Theory”

“Cultivation Theory” is based largely on the notion that television (TV) watching can affect a person’s everyday world views and perceptions (social reality). The primary focus here is on the effects of TV shows and how the attitudes and behaviors of the individuals watching the televised images can change over time from constant exposure to certain programs (Gross & Gerbner, 1976). Study results show that TV has a small but significant influence on the attitudes, beliefs, and judgments of its viewers concerning their social reality. One also sees the possibility that television can be a tool of the elite or industrial order and can be used to maintain, stabilize, and reinforce, rather than transform, threaten, and weaken viewers’ beliefs and behaviors (Boyd-Barrett & Braham, 1987).

Studies of this phenomenon also show that heavy viewers, individuals who watch four or more hours of TV a day, are likely to be more influenced by the way the world is portrayed on TV than are those who watch less TV. This influence is especially strong in cases where the viewer has little-to no contact or experience with a topic such as homosexuality. As a result, some researchers believe that young viewers with less

personal experience will depend on TV programs for information more so than persons in other viewer categories (Evra, 1990). One possible outcome is that individuals who watch a lot of TV will be more apt to have beliefs and attitudes that are similar to the world view of television media than with their everyday social world (Gross & Gerbner G, 1976).

4. The Effects of “Restricted” Film Content on a Biblical World View

Studies continue to show that the media plays an important role in influencing individuals’ attitudes and beliefs. The ability for individuals to assume certain prejudices, stereotypes, or acceptance of others from media sources is a popular socializing agent that cannot be easily dismissed as a contributor to the attitudes and beliefs of today’s military personnel. A study by Mast (2008), for example, analyzes the effects of “restricted” content film on the world views of Christians. An 18-question survey was given to 233 Christian students in the Liberty University Communications Program. The students’ ages were 25 years old and younger, with 55 percent men and 45 percent women. The focus was on the effects of smut or restricted content on heavy viewers. Answers to questions were compared with those publicized by Barna (2005).

The results show that Christians watch films of all ratings and genres often and see images of sex, violence, homosexuality, profanity, and obscenity at multiple levels. For those who watch a lot of TV, 4 hours a day or more, the less likely they are to maintain strict biblical world views. The data indicated that a majority (63 percent) of the viewers in this study were considered heavy viewers. It can be assumed that, with so many Christian heavy viewers, a large amount of restricted content is seen on a regular basis. In fact, the results revealed that the views of Christians who were heavy watchers aligned better with the views of secular watchers rather than the biblical watchers. In brief, one can assume that media influence plays some part in how perceptions and beliefs on certain topics are formed. Hence, the findings of this study suggest that the value and beliefs of not just Christians, but of all persons, can be influenced by the media content they view (Mast, 2008).

D. LITERATURE REVIEW SUMMARY

Findings from the studies reviewed here present a consistent picture that acceptance of homosexuality in society and the armed forces is an ongoing, dynamic process. Evidence from multiple studies suggest that, with time and continued interaction between heterosexuals and homosexuals in the work environment, discriminatory attitudes towards gays will give way to acceptance based upon an individual's traits and character, rather than their sexual orientation and the stereotypes that come along with it. Due to the limited amount of casual time and opportunities during working hours for heterosexuals to interact with homosexuals, we cannot limit our research to this factor alone in understanding the acceptance process. For heterosexuals who do not interact with homosexuals in the work environment, and still have attitudes that are negative or positive, there must be some sort of social agent that influences these attitudes and beliefs. As such, various other sources can contribute to an individual's perceptions toward homosexuals, including family, friends, school, and daily social interactions.

Equally important are media contacts that can reinforce mainstream ideologies through literature, film, TV shows, art, theatre, news, on-line social media, and many other diverse outlets. Media contact can exercise a significant impact on an individual's perceptions, because the media tend to "normalize" messages in the wider public interest. For individuals who have not experienced firsthand what it is like to meet, for example, a black person or to work with a homosexual, media contact can wind up being the schema by which these individuals base their attitudes and beliefs. This could be either positive or negative, depending on the contact conditions, and one's point of view. If Allport's (1954) study and Forbe's (1997) later research are correct, then portrayals of characters in media outlets, such as TV shows and movies, absent normal social interaction, may actually support the continuation of discriminatory attitudes, beliefs, and behaviors. On the other hand, if the contact conditions are optimal, we would see favorable results that reduce prejudice and discrimination.

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III. METHODOLOGY

A. OVERVIEW

This chapter describes the methodology used in the present study of Navy and Marine Corps officers at NPS. The discussion is divided into three parts: survey instruments, response rates, and the demographic representation of respondents. This research continues to maintain the integrity of the previous four NPS studies by using the same survey questions and scaling system. In doing so, the trends of this survey should reveal more accurately how time and social change, through the various agents of influence, may have affected the beliefs and attitudes of a selected cross-section of military leaders.

This study closes out a long-term assessment of Naval officers' attitudes toward DADT, which began soon after the policy was introduced and now concludes soon before the policy ends. It should be noted again that Marine officer-students were not included in the original survey, and for this reason data points from the NPS 1999 survey conducted by John Bicknell are used as the starting point for comparing the results for Navy officers with those of Marines.

B. SURVEY INSTRUMENTS

The 2010 survey contained 52 statements with which Navy and Marine officers were asked to agree or disagree. Additionally, the survey contained a number of questions on demographic characteristics. The original survey was conducted in 1994 by NPS students Fred Cleveland and Mark Ohl, as described in the previous chapter. The primary intent of the original study was to determine if Navy officers understood the newly-implemented DADT policy provisions. Since that time, the study's objectives have expanded to look more broadly at attitudes toward gays in the military. Nevertheless, the procedure for data collection, the original survey questions, and the survey's scaling method have remained unchanged, aside from a few additions and deletions of selected questions.

The 2010 survey included a total of 61 items. Of the 51 statements, eight (Questions 12, 17, 19, 24, 31, 33, 36, 39) were new and presented in only the 2010 survey. At the same time, four statements from the previous survey (Questions 7, 11, 26, 32) were eliminated. Additionally, one question covered the consent to participate and understanding of the content within the study survey. Further, one question enabled respondents to share comments about the survey and their personal feelings on the subject of homosexuality. Two questions asked respondents if they might be interested in a private, confidential interview that related to the DADT policy and unit cohesion. These interviews were subsequently conducted by a fellow NPS graduate student for an MBA research project that replicated a previous study at NPS (see Rea, 1996). Lastly, the survey contained seven demographic questions.

The results of the 2010 survey were compared with the results of the previous four NPS surveys to explore trends in officers' attitudes toward DADT. Appendix A provides further details regarding survey design, protocols, and response frequencies.

The survey was administered electronically using a commercial, on-line research tool called "Survey Monkey." Earlier survey distribution methods included hard copy surveys with scantron forms (1994, 1996, and 1999) and an online tool called "Zoomerang" (2004). The first three methods for data collection predated the development of online survey tools and involved using the NPS mailroom to distribute letters and special collection boxes that were placed around the NPS campus. "Survey Monkey" was selected for the 2010 study after evaluating a range of online options.

"Survey Monkey" allowed respondents to access the survey easily by just clicking a link that was attached to an e-mail requesting their participation. Once respondents had clicked on the link, they were taken to a site where the survey was established. Upon opening the link, the first item the respondents saw was a standard "consent to participate" question, along with a description of the survey, the rights of participants, and contact information for all inquiries about the survey. Before the survey was released, the study's proposal, collection methods, and other details relating to the study's protection of human rights were evaluated and approved by the NPS Institutional Review Board.

Information on the number of Navy and Marine officers presently attending NPS, and their NPS on-file e-mail addresses, were provided by the Executive Director of Institutional Planning at NPS. The list of Marine and Navy NPS-enrolled students eligible to take the survey contained a total of 1,262 names out of a possible 1,267 students. This list of names combined full-time students with distance learners. The list was additionally divided to reflect service differences, which included 194 Marine students, and 1,068 Navy students. A 10-day survey response window (25 October 2010 through 3 November 2010) was provided. This included eight working days and two days that fell on a weekend.

The survey was distributed via email through the NPS server to 1,262 resident and nonresident, Navy and Marine officer, student enrollees. The request to participate, with hyperlink to the survey attached, presented the introduction, background, and purpose of the survey. It also covered how to participate and gave some reasoning as to why “undecided” was not an option in the scaling of the survey. See Appendix B for the initial email.

Three days after launching the survey, another email was sent to the same 1,262 enrolled students reminding them that the deadline for the survey was quickly approaching with a closing date of 2 November 2010 and thanking those who had already responded. By the closing date, 545 surveys had been collected, with 477 that were completely filled out. The response rate for the survey was 43.2 percent for all surveys collected, and 37.8 percent for surveys that were fully completed. These response rates fall in line with the Palm Center’s analysis covering acceptable rates for surveys (Moradi Bonnie, 2010). Only completed surveys were used in the present study.

Table 1 shows the number of respondents and response rates by service branch. As seen here, respondents included 92 Marine officers and 385 Navy officers. Additionally, 132 respondents provided written responses to the last question, which asked officers to share their personal comments.

Table 1. Number of Respondents and Survey Response Rates by Branch, 2010

	Marines		Navy	Skipped Questions	Total
Survey Request Sent Out	194		1,068	N/A	1,262
Respondents	92		385	68	545
Rate	47.4%		36.0%	N/A	43.2%
Total Navy and Marine Corps	Collected	Requested			
Respondents	545	1,262			
Completely Filled Surveys	477	477			
Rate	88.5%	37.8%			

Table 2 shows the daily number of responses that were received during the 10-day period of administration. As with most surveys, we see a heavy response in the period after the initial request went out, followed by a surge after the reminder was sent, and a substantial drop thereafter.

Table 2. Response Frequencies to 2010 DADT Survey by Date of Response

Date:	25 Oct	26 Oct	27 Oct	28 Oct	29 Oct	30 Oct	31 Oct	1 Nov	2 Nov	3 Nov
Per Day	239	93	24	134	21	6	6	11	8	2
Cum Total	239	332	356	490	511	517	523	535	543	545

C. BACKGROUND STATISTICS

1. Survey Respondents

The survey response rate in 2010 was lower than in 2004 for Marine and Navy officers, even though the number of Navy respondents in 2010 (385) was slightly higher than the number of Navy respondents in the 2004 survey (334). The 2010 Marine response rate of 47.4 percent was much smaller than the response rate of 76 percent in 2004, with only 92 out of 194 contacted respondents taking the survey. As shown in Table 1 and Table 3, when both branches are combined, the overall response rate is 43.2 percent for the 2010 survey. Again this is much smaller than in 2004, but higher than in 1999 and 1996. Much of this is due to the fact that the NPS target population for the 2010 survey is much larger than those in previous years. As previously noted, the 2010 target population included non-resident officer-students enrolled in distance-learning programs. The net effect of including non-resident students is likely a somewhat lower response rate, but increased coverage of the entire NPS student community.

2. Respondents' Comments

The survey invited respondents to comment at the end of the survey, and several respondents took advantage of this opportunity with 132 written statements received from all officers. The number of comments indicates that the topic or the survey itself was important enough to be addressed outside the normal parameters of the survey. The comments themselves can be divided into three categories: Policy Concerns, Opinions, and Survey Concerns.

A total of 29 comments addressed policy issues from the survey. All of these comments voiced confusion over references to the “old policy” and the “current policy.” Much of the confusion resulted from the 2-week change on 12 October 2010, when Federal Judge Virginia Phillips ruled that DADT was unconstitutional; as noted, this ruling suspended the military’s ability to enforce the DADT policy for a short period (CNN, 2010).

During the brief suspension of DADT, recruiters were authorized to talk with applicants who admitted that they were openly gay and met the recruiting qualification guidelines to join the armed forces. This issue was highly publicized; adding to the confusion of what the “current” policy was during administration of the NPS survey.

A total of 79 respondents expressed their personal opinions on gays and the military. These comments ranged from “open and full acceptance is right” to “homosexuality is wrong and degrades the armed forces.”

Finally, 24 respondents commented about the structure of the survey. Most of these comments related to the lack of a “no opinion” or “NA” option in agreeing or disagreeing with the items. This issue was explained to each respondent earlier in the initial email request as well as in the beginning of each survey in the “consent to participate.” “Forced choice” was used on the very first survey in 1994, and was therefore used on all subsequent NPS surveys. Table 3. shows the breakdown of response rates and number of comments submitted over the past 17 years for all NPS DADT surveys.

Table 3. Survey Response Rates and Number of Comments Submitted: 1994, 1996, 1999, 2004 and 2010

Sample	1994		1996		1999		2004		2010	
	Response Rate	Comments	Response Rate	Comments	Response Rate	Comments	Response Rate	Comments	Response Rate	Comments
Combined	60%	N/A	38%	N/A	34%	26	55%	140	43%	132
Navy	60%	8	38%	33	35%	N/A	38%	N/A	36%	N/A
USMC	N/A	N/A	N/A	N/A	40%	N/A	76%	N/A	47%	N/A

3. Demographic Characteristics

Several questions were asked regarding respondents’ characteristics. The results that were collected are displayed in Appendix A, “Demographic Survey Response Frequencies.” The seven demographic questions that were asked are: **(Question 53)** How

many years have you been in the military; **(Question 54)** gender; **(Question 55)** race/ethnicity; **(Question 56)** branch of service; **(Question 57)** Navy community designator, if applicable; **(Question 58)** Marine Community Designator, if applicable; and **(Question 59)** current pay grade.

The information provided from the demographic frequencies of the survey was compared with the initial information provided by the Executive Director of Institutional Planning and research analysts at NPS. The comparison of frequencies from the 2010 survey and NPS student population data on gender, race/ethnicity, and service showed that the sample is reasonably representative of the target population. From our sample of 477 fully-completed surveys, 385 (80.7 percent) are Navy officers and 92 (19.2 percent) are Marine Corps officers. Inclusively, 426 (90 percent) of respondents are men, and 51 (10 percent) are women. When looking at race and ethnicity for the 2010 survey, we see that 380 (79.6 percent) of respondents are Caucasian, 21 (4.4 percent) are African American, 24 (5.0 percent) are Asian, 32 (6.7 percent) are Hispanic, and 20 (4.0 percent) are Other. By comparison, the Naval Postgraduate School's student population in January, 3 months after the time of the survey showed, 1,098 (86.6 percent) were Navy officers, and 169 (13.3 percent) were Marine Corps officers for a total of 1267 students (5 respondents more than what the survey was sent out to). Additionally, 1,150 (90.7 percent) were male, and 117 (9.2 percent) were female. When looking at race and ethnicity for NPS as a whole, 938 (74.0 percent) were Caucasian, 89 (7.0 percent) were African American, 83 (6.5 percent) were Hispanic, 74 (5.8 percent) were Asian, and 83 (6.5 percent) were Other. Table 4 shows a breakdown of survey respondents and the target population by branch of service.

Table 4. Demographic Characteristics of Survey Respondents and Naval Postgraduate School Target Population, by Navy and Marine Corps, 2010

% by category	NPS TARGET POPULATION (n=1267)			SURVEY RESPONDENTS (n=477)		
Gender	Navy	Marine Corps	% Total	Navy	Marine Corps	% Total
Male	78%	13%	91%	70%	18%	88%
	(n=985)	(n=165)		(n=335)	(n=84)	
Female	9%	0%	9%	10%	2%	12%
	(n=113)	(n=4)		(n=50)	(n=8)	
Total	87%	13%	100%	80%	20%	100%
Race/ Ethnicity	Navy	Marine Corps	% Total	Navy	Marine Corps	% Total
Caucasian	64%	10%	74%	65%	14%	79%
	(n=814)	(n=124)		(n=310)	(n=70)	
African American	6%	1%	7%	4%	1%	5%
	(n=79)	(n=10)		(n=19)	(n=2)	
Hispanic	5%	2%	7%	4%	3%	7%
	(n=61)	(n=22)		(n=19)	(n=13)	
Asian/Pacific Islander	5%	1%	6%	4%	1%	5%
	(n=65)	(n=9)		(n=18)	(n=5)	
Other	6%	0%	6%	4%	0%	4%
	(n=79)	(n=4)		(n=19)	(n=2)	
Total	86%	14%	100%	81%	19%	100%

IV. RESULTS

A. OVERVIEW

The Navy and Marine Corps officers who participated in the 2010 NPS survey, for the most part, support full and open acceptance of homosexuals within the military. When Navy respondents in 1994 were given the statement, “Full and open acceptance sends the wrong message to the rest of society,” 73 percent agreed. Yet, when the same statement was presented in 2010, the findings showed that roughly 36 percent of respondents agreed. Additional results from the 2010 survey show that Navy respondents continue to exhibit higher rates of tolerance toward homosexuals when compared with their Marine Corps counterparts. This tolerance difference between officers from the services is repeatedly illustrated by the responses to statements such as, “allowing homosexual personnel within the Navy/USMC can cause a downfall of good order and discipline.” In fact, regarding this statement, about 37 percent of Navy respondents agreed, while a sizable 57 percent of Marine respondents likewise agreed. This constitutes a 20 percentage-point difference in opinion, with Navy officers indicating a greater acceptance of gays in the military.

In this chapter, results of the 2010 NPS survey are compared with the results of the previous four NPS “Don’t Ask, Don’t Tell” surveys to see the changes that have taken place over the past 17 years. As previously stated, these studies were conducted by LCDR Fred Cleveland and LT Mark Ohl in 1994, LCDR Margaret Friery in 1996, Major John Bicknell (USMC) in 1999, and LT Alfonzo Garcia in 2004.

The next few sections of the chapter present selected results from the 2010 survey and compare them with polling results on the U.S. population. Then, the results of the 2010 survey are examined by comparing Navy responses from the 1999, 2004, and 2010 NPS surveys to see how Navy officers’ attitudes regarding policy, cohesion, leadership, tolerance, and homosexuals in a military environment have changed over time. This is followed by a comparison of Marine officers’ responses regarding the same topics for years 1999, 2004 and 2010. Then, Navy officers are compared with their Marine

counterparts on the same previous topics. Lastly, the responses of Navy and Marine Corps officers are compared based on whether they are in combat arms or combat support.

B. ATTITUDES OF TODAY’S MILITARY VS. SOCIETY

It is important to see how society’s views compare with those of military officers to determine differences and similarities between these two cultures in their attitudes and beliefs on sexual orientation and the role it plays in the work environment. Public polls are a popular method of collecting information, because they allow decision makers to better understand the thoughts, opinions, and beliefs of the people most important to them. The data captured by polls can provide information that is pertinent in politics, economics, and social issues. This can help better educate leaders to make decisions. Gallup is perhaps one of the more famous and highly respected polling organizations, which has provided information on a number of issues over the past 75 years (Gallup, 2010). In an effort to compare the responses of the NPS 2010 survey to that of society, several questions were found in Gallup polls that were similar to those asked in the survey.

1. Society Vs. Navy/Marine Corps Who Feel Homosexuals Should be Allowed to Serve in the Armed Services (1992–2010)

Various surveys and polls over the years tell us that “society,” on an average, is more accepting and tolerant of homosexuals defending the nation than are the people who actually work within the military environment. Looking at data beginning in 1994, as presented in Table 5, we see yearly changes through the 1990s as society’s attitudes continue to become increasingly accepting. Similarly, Table 5 shows that Navy officers at NPS seem to follow society, exhibiting increasing tolerance over the years, but at a lower annual rate.

Table 5. Percentage of Persons Who Feel Homosexuals Should be Allowed to Serve in the Armed Services: Comparison of Society, Navy Officers, and Marine Corps Officers (1992–2010)

Do you think homosexuals should or should not be hired for each on the following occupations....The Armed Forces? ^a (Percent who agree they should be allowed)			
Question 27. Homosexuals should not be restricted from serving anywhere in the Navy ^b . (Percent who Strongly Agree and Agree)			
Year	Society ^a	Navy ^b	Marines ^b
1992/1994	57%	24.6%	☐
1996	65%	35.8%	☐
1999	70%	39.2%	17.8%
2003/2004	80%	49.7%	11.7%
2010	76%	60.9%	43.5%

a David W. Moore, "Modest Rebound in Public Acceptance Of Homosexuals, Public Remains Divided on cause of Homosexuality" Gallup Organization, [<http://www.gallup.com/poll/content/print.aspx?ci=10240>], 20 May 2004.

b. Percentage found in Appendix A. Percentages for years 1992 reflect 1994 Navy and USMC results and 2003 reflect 2004

Navy and USMC results. C. Gallup. (2010, May 10). *Gallup Polls*. Retrieved June 12, 2010, from Gallup.com: a. <http://www.gallup.com/poll/127904/broad-steady-support-openly-gay-service-members.aspx>. 2010 percentages reflect most recent survey conducted in 20 May 2005.

When Marine officers began taking the survey in 1999, their views seemed to be moving away from supporting homosexuals; but the trend from 2004 to 2010 shows a 31.8 percentage-point increase in favor of supporting homosexuals in the military (individual level). Although Marine officers are generally less accepting of gays in the military, this trend reminds us of a point by Forbes (1997): a negative relationship between contact and prejudice can exist simultaneously on an individual level and still be positive at the aggregate level. We can assume that intergroup contact over the years has lowered prejudice rates, but in branches where there are higher levels of opposing social groups, the higher levels of prejudice continue to keep overall percentage rates low.

Based on the comparison in Table 5, Marine Corps officers seem to be the least tolerant of gays among the three groups. The percentage rate decrease for Marines from 1999 to 2004 can be explained by the difference in sample populations between the two separate surveys. However, the 31.8 percentage-point increase from 2004 to 2010 suggests that, over the past six years, various social agents have influenced the attitudes and beliefs of Marine officers, seemingly resulting in greater tolerance for homosexuals

on an individual level. Other possible reasons could be that turnover rates among Marine officers have operated to bring in a younger officer force that is more open-minded, while focused more on mission effectiveness and less on the individual characteristics of service personnel.

2. Same-Sex Marriage, Society Vs. Navy/Marine Corps Opinions, (2000–2010)

Same-sex marriage continues to be debated as a political, social, spiritual, and moral issue. Along with same-sex marriage is the question of whether the same legal rights attached to heterosexual unions and family-related benefits would be available. While same-sex marriages have been recognized in states such as Massachusetts, Connecticut, Iowa, Vermont, New Hampshire, and the District of Columbia, these unions are not yet recognized by the federal government (Stateline, 2009). Table 6 compares the opinions of society to those of Navy and Marine officers on the question, “Would you favor or oppose a law that would allow homosexual couples to legally form civil unions, giving them some of the legal rights of married couples?” The question from the 2010 NPS survey focuses on the idea of same-sex marriage and not so much on the legal rights of couples. Also, previous research (Garcia, 2004) reports a higher approval by society than what Gallup polling tends to show over the past several years. So, Table 6 has been updated to reflect what the percentages are for 2010.

Table 6. Percentage of Persons Supporting Same-Sex Marriage: Comparison of Society, Navy Officers, and Marine Corps Officers (2000–2010)

Would you favor or oppose a law that would allow homosexual couples to legally form civil unions, giving them some of the legal rights of married couples? ^a (Percent who favor a law)			
Question 48. Homosexuals should have the same rights to marry as heterosexuals. ^b (Percent who Strongly Agree and Agree)			
Year	Society ^a	Navy ^b	Marines ^b
2000	36%	☐	☐
2002	46%	☐	☐
2004	42%	35.1%	33.3%
2010	44%	49.6%	44%

a David W. Moore, “Modest Rebound in Public Acceptance Of Homosexuals, Public Remains Divided on cause of

Homosexuality” Gallup Organization, [<http://www.gallup.com/poll/content/print.aspx?ci=10240>], 20 May 2004.

b Question and percentage found in Appendix A. No trend data could be determined since 2004 was the first data point .

a. Jones, J. M. (2010, May 24). *American opposition to gay marriages eases slightly*. Retrieved Jan 15, 2011, from Gallup: <http://www.gallup.com/poll/128291/Americans-Opportunity-Gay-Marriage-Eases-Slightly.aspx>

The data in Table 6 suggest a considerable jump in support for same-sex unions and rights from 2000 to 2002 (36 percent to 46 percent), then only a small, but steady increase in acceptance over the remaining years. This could mean that society, in general, is still somewhat conservative when it comes to the idea of same-sex marriage and associated rights. When looking at the approval rates for Navy and Marine officers beginning with 2004, one sees only a small difference between officers in the two branches. The responses imply increasing acceptance of “same sex marriage with some legal rights;” however, officers in both branches tend to remain fairly conservative, with less than the 50 percent expressing support.

It should be pointed out that respondents could be drawing a distinction between the two terms, “civil union” and “marriage.” Indeed, “civil union” is a “civil” partnership, recognized legally or governmentally; whereas marriage could be seen as having both legal and religious recognition. This difference in the wording of questions compared in Table 6 is important, along with the addition of associated rights is in the question posed by Gallup. That is, both questions refer to “rights.” However, the statement for military

officers refers to the “rights to marry,” and the Gallup poll asks about “some of the legal rights” that are available to persons who are legally allowed to form a civil union.

3. **Homosexual Marriage and Benefits: Society Vs. Navy/Marine Corps Opinion, (2000–2010)**

When comparing the same question posed by Gallup (and presented in Table 6) with a similar question from the NPS survey that focuses on “dependents rights and benefits,” we see a substantial difference in percentage rates. The results of this comparison are presented in Table 7. Most noticeable here are the considerably higher proportions of Navy and Marine officers who agree that benefits should be given to the dependents of service members who are gay. Obviously, the question for officers is conditional on homosexuals being allowed to serve openly in the military. Given that condition, where homosexuals have full status as members of the military, a vast majority of Navy officers (almost 76 percent) and Marine Corps officers (70 percent) would support providing homosexuals with equal entitlements for their dependents. Since the underlying theme of the statement is *equal benefits for equal service*, it is not surprising that seven out of ten officers would support the proposition.

Table 7. Percentage of Persons Supporting Homosexual Marriage and Benefits: Comparison of Society, Navy, and Marine Corps Officers (2000–2010)

Would you favor or oppose a law that would allow homosexual couples to legally form civil unions, giving them some of the legal rights of married couples? ^a (Percent who favor a law)			
Question 49. If homosexuals were allowed to serve openly, their dependents should be entitled the same benefits provided to dependents of heterosexuals. ^b (Percent who Strongly Agree and Agree)			
Year	Society ^a	Navy ^b	Marines ^b
2000	36%	☐	☐
2002	38%	☐	☐
2004	42%	69.2%	63.8%
2010	44%	76.5%	70.4%

^a David W. Moore, “Modest Rebound in Public Acceptance Of Homosexuals, Public Remains Divided on cause of Homosexuality” Gallup Organization, [<http://www.gallup.com/poll/content/print.aspx?ci=10240>], 20 May 2004.

^b Question and percentage found in Appendix A. No trend data could be determined since 2004 was the first data point for his question

^a Jones, J. M. (2010, May 24). *American opposition to gay marriages eases slightly*. Retrieved Jan 15, 2011, from Gallup: <http://www.gallup.com/poll/128291/Americans-Opposition-Gay-Marriage-Eases-Slightly.aspx>

Actually, the surprising result here is that the percentages of Navy officers and Marine officers who agree are not higher. If the same statement were presented to the general public, in the very same words, who would disagree with the principle of equal pay and benefits for equal work? Assuming that homosexuals are allowed to serve openly, why would anyone say that their benefits of service should be less than those of heterosexuals? The answer to these questions may be a deep-seated reluctance among some officers to accept the notion that homosexuality merits legal recognition. In addition, although “dependents” include children as well as spouses, a number of officers likely interpret “dependents,” in the survey statement, as meaning a spouse rather than a child, even though same-sex couples and single homosexuals could have dependent children.

4. Origins of Homosexuality (Genetics): Society Vs. Navy/Marine Corps Opinions, (1994–2010)

The origins of homosexuality are still being debated, as researchers continue to search for conclusive evidence. Findings like those of Whitehead and Whitehead (1999), who conducted years of research on identical twins who possess identical genes, posited that, if homosexuality were a biological condition produced only by genes, then in situations where one twin is a homosexual, in all cases the other twin should also be. (Whitehead & Whitehead, 1999). However, their findings showed that around 38 percent of the time, the other twin is also a homosexual. This implies that genes are somehow influencing an individual’s sexual orientation, but they are not the sole factor in determining a person’s tendencies (Whitehead & Whitehead, 1999). As scientists continue to look for other biological influences, theories abound on the nature of homosexuality and whether it is a matter of birth, a matter of environment, a choice, or some combination of various factors. Generally, those who feel that homosexuality is entirely or mostly a matter of choice may be less inclined to see gays and lesbians as being “normal.” And this can translate into how homosexuals are treated within society and whether they are given legal status and certain protections.

Table 8 presents the results of a comparison between the views of society and those of Navy and Marine Corps officers who responded to the statement, “Homosexuals are probably born that way.” Looking at society between 1996 and 2010, the proportion of people agreeing that homosexuals are “born that way” increased from 31 percent to 36 percent. This would indicate that a majority of society still views factors besides genetics as predominantly influencing an individual’s sexual preference. Whereas, the 2010 rates of 53.2 percent and 59.8 percent for Navy and Marine officers, respectively, have risen over the years toward the idea that genetics play a prominent role in determining an individual’s sexual preference.

Table 8. Percentage of Persons Supporting Origins of Homosexuality (Genetics): Comparison of Society, Navy, and Marine Corps Officers (1994–2010)

In your view, is homosexuality something a person is born with, or is homosexuality due to factors such as upbringing and environment? ^a ((Percent who agree your born with it))			
Question 4. Homosexuals are probably born that way. ^b ((Percent who Strongly Agree and Agree))			
Year	Society ^a	Navy ^b	Marines ^b
1994	☐	32.6%	☐
1996	31%	36.4%	☐
1999	34%	40.2%	34.8%
2004	37%	53.0%	45.1%
2010	36%	53.2%	59.8%

^a David W. Moore, “Modest Rebound in Public Acceptance Of Homosexuals, Public Remains Divided on cause of Homosexuality” Gallup Organization, [http://www.gallup.com/poll/content/print.aspx?ci=10240], 20 May 2004.^c Carlson, D. K. (2001, May 9). *a. Americans Divided on Cause of Homosexuality*. Retrieved Jan 20, 2011, from Gallup: <http://www.gallup.com/poll/1741/Americans-Divided-Cause-Homosexuality.aspx>.

The sizable shift in attitude by officers from 1999–2004 could be related to various factors, from inter-cultural schooling or education, personal experience, acquaintances, and so on. Without more information, it would be difficult to identify the reasons for this attitudinal shift. Still, it is important to recognize that Navy and Marine Officers are college graduates. Further, these particular officers are graduate students, a number of whom already possess a graduate degree. In contrast, the general population includes persons at all levels of education, along with other demographic differences from military officers.

5. Origins of Homosexuality (Environment): Society Vs. Navy/Marine Corps (1977–2010)

Responses to the same question posed by Gallup were compared with the responses of Navy and Marine officers to the statement, “Homosexual orientation is learned through society interaction and can be changed at will.” The results are presented in Table 9. As before, the decline in the general population from 56 percent to 37 percent suggests that society, in the late 1970s, was more accepting of the notion that homosexuality was something a person learned through social interaction. However, over the years, it appears that attitudes have shifted toward the idea that genetics may be the cause. When comparing Navy and Marine responses, we see a trend that is the same as society, with the views of officers over the years shifting toward genetics as the principal reason for sexual preference.

Table 9. Percentage of Persons Supporting Origins of Homosexuality (Environment): Comparison of Society, Navy Officers, and Marine Corps Officers (1977–2010)

In your view, is homosexuality something a person is born with, or is homosexuality due to factors such as upbringing and environment? ^a (Percent who agree upbringing and environment)			
Question 5. Homosexual orientation is learned through society interaction and can be changed at will. ^b (Percent who Strongly Agree and Agree)			
Year	Society ^a	Navy ^b	Marines ^b
1977	56%	☐	☐
1982	52%	☐	☐
1989	48%	☐	☐
1994	☐	52%	☐
1996	40%	45%	☐
1999	44%	45%	51%
2004	41%	40%	47%
2010	37%	35.8%	39.2%

^a David W. Moore, “Modest Rebound in Public Acceptance Of Homosexuals, Public Remains Divided on cause of Homosexuality” Gallup Organization, [<http://www.gallup.com/poll/content/print.aspx?ci=10240>], 20 May 2004.

^b Question and percentage found in Appendix A. ^c Carlson, D. K. (2001, May 9). *a. Americans Divided on Cause of Homosexuality*. Retrieved Jan 20, 2011, from Gallup:

<http://www.gallup.com/poll/1741/Americans-Divided-Cause-Homosexuality.aspx>

C. TREND ANALYSIS OF NAVY OFFICERS' ATTITUDES: A SEVENTEEN-YEAR STUDY

1. Overview

The next section analyzes several categories that were used consistently by all the NPS surveys in measuring the attitudes of service members toward DADT. Survey statements were combined around the following categories: Policy, Cohesion, Leadership, Tolerance, Unit Effectiveness, and Military Environment. The results of the five surveys from 1994 to 2010 can help in identifying trends and in making more calculated policy decisions in the years ahead.

2. Policy

As previously observed, DADT was repealed in December 2010. The actual removal of this policy (after a measured process of implementation) will allow service members to serve in the armed forces regardless of their sexual orientation. Standards of conduct for service members will essentially remain unchanged. Training and education will assist in implementing the policy change, incorporating guidance set forth by the Uniformed Code of Military Justice and Manual for Court Martial (Department of Defense, 2010).

Although several of the policy questions presented on the NPS surveys no longer apply, due to the repeal of DADT, we can still learn a great deal from the responses of officers over the history of the policy. For example, the results in Table 10 show that tolerance for homosexuals within the military has continued to increase since 1994. Agreement by Navy officers with Statement 2, "Full acceptance of homosexuality in the military sends the wrong message to the rest of society," suggests that a large majority of Navy Officers no longer view the presence of homosexuals as being bad for the military. This implies that most Navy officers will have little-to-no issue with the repeal process. Question 6, "The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two," would no longer apply after the repeal of DADT,

which defined those differences for military leaders. However, the results do show that a high percentage (88 percent) of Navy officers in 2010 claim to understand differences between orientation and conduct.

Table 10. Trend Analysis: Attitudes of Officers Regarding Homosexual Policy, Comparison of Navy Officers (1994–2010)

Question ^a	June 1994	March 1996	March 1999	December 2004	November 2010
(Percent who Strongly Agree and Agree)					
2. Full acceptance of homosexuals in the military sends the wrong message to the rest of society	72.9%	65.8%	59.1%	60.5%	35.6%
6. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.	67.5%	75.1%	85.7%	85.0%	88.0%
7. The current policy is a positive step for the gay movement.	66.7%	62.0%	59.9%	47.3%	54.8%
15. It is just a matter of time until military policy is changed to full and open acceptance of homosexuals	48.5%	56.4%	59.4%	56.9%	81.7%
22. The current policy is good for national defense	18.0%	29.6%	35.7%	46.1%	51.6%
41. On the whole, I like the current policy better than the old one.	23.3%	29.8%	44.2%	56.6%	63.6%

^a Questions and percentages found in Appendix A.

Question 7, “The current policy is a positive step for the gay movement,” refers to the policy of DADT. As Table 10 shows, two-thirds of Navy officers in 1994 initially viewed the policy as positive. However, as the years progressed, the percentage of officers with a positive view declined. This could have been the result of several factors, from increasing criticism of the policy, to the experience of working side-by-side with persons who were known to be homosexual but not discharged, to increasing contact with homosexuals outside the military, to media influences, to changing social views, to changing demographics of officers and to other unmentioned influences. The possible reasons are many.

The responses to Question 15, “It is just a matter of time until military policy is changed to full and open acceptance of homosexuals,” are particularly interesting; agreement with this statement increased by over 33 percentage points from 1994 to 2010.

The 2010 survey results show that 81 percent of Navy officers agreed with this statement. This substantial increase could have been influenced by the political tenor of times. Indeed, President Obama had promised to repeal DADT, and the list of influential leaders who supported repeal had grown considerably by November 2010, when the survey was administered.. Further, it was well-known by NPS officers that DoD had begun to take steps to prepare for possible repeal and was conducting a large-scale study of the implications of repealing the policy.

The last two questions deal with the policy of DADT. The trend for Question 22, “The current policy is good for national defense,” shows that even with the new policy of repeal on the stand with Congress, there was a considerable number of Navy officers who felt the DADT policy was the proper choice for our national defense. Similarly, Question 41, “On the whole, I like the current policy better than the old one” shows that, over the past 17 years, levels of tolerance continued to increase (40 percentage points) for homosexuals serving in the military.

3. Cohesion

Cohesiveness in an organization, unit, or team is said to involve two separate dimensions: one is social and the other is task-related (Department of Defense, 2010). While task cohesion values the ability of service members to work together toward a common good, social cohesion emphasizes the idea of compatibility and trust (Department of Defense, 2010). As service members continue take on multiple roles in the armed forces, each factor can become more or less important depending upon the environment in which the service member is working.

Table 11 shows the attitudinal trends of “cohesion, concerning homosexuals,” for Navy officers from 1994 to 2010. The results show that, on a whole, tolerance with regard to cohesion continued to increase in favor of homosexuals. The sizable decline in percentage rates for questions such as, “Allowing homosexual personnel within the Navy/USMC can cause a downfall of good order and discipline,” suggests that Navy officers over the past 17 years have softened their view as to whether homosexual personnel are a threat to good order and discipline. Another dimension of cohesion could

involve trust. In 1994, 70.4 percent of Navy officers stated that they would “trust” homosexuals with sensitive documents. This confirmation of trust has since increased to nearly 95 percent in 2010.

Table 11. Trend Analysis: Attitudes of Officers Regarding, Cohesion, Comparison of Navy Officers

Question ^a	June 1994	March 1996	March 1999	December 2004	November 2010
(Percent who Strongly Agree and Agree)					
10. Allowing homosexual personnel within the Navy/USMC can cause a downfall of good order and discipline.	78.8%	66.5%	58.8%	51.5%	36.9%
16. Homosexuals can be trusted with secret military documents.	70.4%	79.6%	83.2%	88.6%	94.8%
25. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.	57.8%	44.2%	36.4%	21.0%	17.5%
47. The presence of a homosexual in my unit would interfere with mission accomplishment.	n/a	50.7%	43.7%	35.9%	25.8%

^a Questions and percentages found in Appendix A.

The last two questions deal with cohesion, but also touch on aspects of interpersonal contact. The statement, “I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them,” seems to address Allport’s concept of “Acquaintance Theory,” where intercultural education or knowledge about an acquaintance from an out-group lessens hostility toward the person (Allport, 1954). In this case, it would lead to more “comfort” around homosexuals. As seen in Table 11, in 1994, the rate for Navy officers who felt “uncomfortable in the presence of homosexuals and have difficulty interacting normally with them” was 58 percent. By 2010, that rate had decreased by 40 percentage points to just under 18 percent. This suggests that, although the DADT policy was still operating, the fact that gays were still actually serving in the military may have had some impact on changing the majority group’s attitudes over the years.

Responses to Question 47, “The presence of a homosexual in my unit would interfere with mission accomplishment,” aligns more favorably with Allport’s “Occupational Contact,” which found that individuals having contact only with African

Americans who were unskilled workmen had low favorable attitude scores toward them; but white persons who encountered skilled or professional blacks, or met blacks of the same or higher-skill level as themselves, in and out of the armed services, had higher favorable attitude scores (Allport, 1954).

The trend for Question 47, “The presence of a homosexual in my unit would interfere with mission accomplishment,” shows that, in 1996, 50.7 percent of Navy Officers agreed with this statement. By 2010, that percentage rate had decreased by nearly 25 percentage points about to 26 percent. This suggests that increased contact will not completely soften certain attitudes. Likewise, when comparing two questions that fall into Allport’s categories of acquaintance and occupational contact—the “acquaintance contact” question of “I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them,” (17.5 percent agreement) with the “occupational contact” question of “The presence of a homosexual in my unit would interfere with mission accomplishment,” (25.8 percent agreement)—suggests that heterosexual Navy officers are more tolerant toward moderate interaction with a homosexual than with working closely to accomplish an occupational mission.

In summary, Navy officers’ opinions seem to suggest a more cohesive attitude that would support having homosexuals serve openly in the military. Most Navy officers felt that homosexuals do not disrupt good order and discipline. Likewise, 94.8 percent of Navy officers agreed that homosexuals can be trusted with secret military documents. The results also indicate that a sizable majority seem to be comfortable in the presence of homosexuals and have no problem interacting with them. Lastly, over 70 percent of Navy officers felt that the presence of homosexuals in their unit would not interfere with mission accomplishment.

4. Leadership

The general topic of leadership was evaluated by looking at three questions. Two statements on the survey provided a scenario in which homosexuals were in a leadership position, and one presented a scenario where the service member was ordered to work with a homosexual on a “difficult or dangerous assignment.” The results shown in Table 12 suggest that Navy officers in 2010 are much more tolerant of homosexuals in top leadership positions than they were in 1994. Additionally, it seems that their attitudes toward sexual preference and the role it might or might not play in the ability of a fellow officer to lead has changed from 1994–2010, shifting in favor of homosexual officers being more than capable of leading. Further, the responses to Question 34, “I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment,” show that a vast majority of Navy officers (over 80 percent) are able to set aside any personal “difficulties” when obeying the command of a superior officer.

Table 12. Trend Analysis: Attitudes of Officers on the Topic of Leadership Concerning Homosexuals, Comparison of Navy Officers (1994–2010)

Question ^a	June 1994	March 1996	March 1999	December 2004	November 2010
(Percent who Strongly Agree and Agree)					
8. I would have no difficulty working for a homosexual Commanding Officer.	30.4%	37.2%	42.5%	60.5%	67.6%
26. A division officer’s sexual preference has no effect on the officer’s ability to lead.	38.3%	53.2%	55.8%	63.5%	74.7%
34. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult/dangerous assignment.	49.7%	61.6%	67.3%	77.9%	80.1%

^a Questions and percentages found in Appendix A.

It is interesting to note a 12.5 percentage-point difference when comparing responses in the 2010 survey on Question 8, “I would have no difficulty working for a homosexual Commanding Officer,” with responses to Question 34, “I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult/dangerous assignment.” Identifying the Commanding Officer as being gay produces a proportionately less favorable attitude among the officer

respondents. This suggests that respondents are more tolerant or comfortable working with a homosexual who is a peer than with a homosexual as their superior officer.

In closing, the leadership section of this survey indicates that Navy officers' attitudes from 1994 to 2010 have continued in favor of supporting homosexuals in the work environment, including top command positions of the armed services.

5. Tolerance

Table 13 shows the trend toward tolerance based on Navy officers agreeing or disagreeing with four statements on the five surveys from 1994 to 2010. The results presented here show that a sizable proportion of Navy officers since 1994 consider themselves to be “more tolerant” than their peers. This trend has continued over the years, rising from about 56 percent in 1994 to nearly 76 percent in 2010. Similarly, agreement with the statement, “My attitude toward homosexuals has become more tolerant since the current policy was adopted,” has increased by 11.6 percentage points. Because the term, “current policy,” refers to DADT, which is now repealed, it is difficult to determine from responses to this question whether the DADT policy has had some positive impact on attitudes shifting toward greater acceptance of homosexuals.

Table 13. Trend Analysis: Attitudes of Navy Officers on the Topic of Tolerance Concerning Homosexuals, Comparison of Navy Officers (1994–2010)

Question a	June 1994	March 1996	March 1999	December 2004	November 2010
(Percent who Strongly Agree and Agree)					
38. Compared with my peers I consider myself more tolerant on the issue of homosexuals in the military.	56.1%	64.2%	70.6%	70.1%	75.8%
42. My attitude toward homosexuals has become more tolerant since the current policy was adopted.	N/A	15.6%	20.2%	30.5%	27.2%
45. The Navy/Marine Corps attitude towards homosexuals has become more tolerant since the DADT policy was implemented	N/A	55.3%	59.0%	54.8%	65.2%
46. If homosexuals were allowed to serve openly in the Navy/Marine Corps I would resign my commission.	N/A	19.8%	26.9%	8.4%	7.6%

a Questions and percentages found in Appendix A.

From 1996–2010, proportionately more Navy officers agreed that “The Navy/Marine Corps attitude toward homosexuals has become more tolerant since the DADT policy was implemented.” Yet, when comparing responses to Questions 42 and 45, we see a 38-percentage-point difference on the 2010 survey. According to Navy officers, both personal and organizational tolerance have increased since DADT was adopted, but proportionately fewer (27 percent) officers report having an attitude change compared to what they see for the organization as a whole (65 percent). At the same time, while over one-quarter of officers in 1999 said they would resign “if homosexuals were allowed to serve openly,” in 2010 that proportion fell to less than 8 percent. Considering that respondents might tend to exaggerate their intentions, given the “halo effect,” the true proportion of officers who would seriously consider resigning is likely even lower still. It is also notable that the proportion of officers saying they would resign seems to have stabilized from at least 2004 to 2010. In this instance, statements about possible resignation may wind up being more of a “threat” by hardcore opponents of repealing DADT than an actual “promise” to abandon one’s career.

6. Unit Effectiveness

One of the primary arguments against allowing gays to serve openly in the military is that it would interfere with mission accomplishment or degrade unit effectiveness. Table 14 shows the attitudes of Navy officers toward statements relating to “unit effectiveness” from 1994–2010. As seen in Table 14, fewer than 47 percent of Navy officers feel that allowing gays and lesbians to serve openly would increase overall effectiveness. At the same time, between 1996 and 2010, the proportion of officers saying that the presence of a homosexual would interfere with mission accomplishment declined by nearly half, from 51 percent to 26 percent (Question 47).

Table 14. Trend Analysis: Attitudes of Officers on the Topic of Unit Effectiveness, Comparison Navy Officers (1994–2010)

Question a	June 1994	March 1996	March 1999	December 2004	November 2010
(Percent who Strongly Agree and Agree)					
39. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.	n/a	n/a	n/a	n/a	46.5%
47. The presence of a homosexual in my unit would interfere with mission accomplishment	n/a	50.7%	43.7%	35.9%	25.8%
10. Allowing homosexual personnel within the cause the downfall of good order and discipline. Navy can	78.8%	66.5%	58.8%	51.5%	36.9%
21. Homosexuals are more likely to suffer emotional problems in a military setting.	66.1%	63.0%	56.3%	60.5%	50.6%
31. Gay men would not be reliable in a combat situation.	n/a	n/a	n/a	n/a	11.8%

a Questions and percentage found in Appendix A.

This decrease was also noticed with Question 10, “Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.” Here we see that Navy officers in 1994 were far more concerned than their counterparts in 2010, shifting from nearly 79 percent agreement in 1994 to 37 percent agreement in 2010. Although, proportionately fewer Navy officers felt in 2010 than in 1994 that “homosexuals are more likely to suffer emotional problems in the military” (Question 21), slightly over half (50.6 percent) still agreed. A new question was added to the survey in 2010, asking officers if they felt homosexuals might be unreliable in a combat situation. Roughly 12 percent felt that “gay men would not be reliable.”

7. Military Environment

Once the repeal of DADT takes effect in 2011, homosexuals will be able to freely identify their sexual orientation to superiors and peers alike. It is important for researchers and leaders to know how a vastly heterosexual subculture will react to the changes that will unfold as the new policy is implemented. Table 15 shows the attitudes of Navy officers on the topic of “serving with a gay service member.” The results suggest that Navy officers have continued to become comfortable (“have no difficulty”) working

for a homosexual commanding officer (Question 8). The same trend appears to apply when Navy officers are asked to consider the prospect of working with a homosexual on a difficult or dangerous assignment (Question 34).

Table 15. Trend Analysis : Attitudes of Officers on The Topic of “Serving With Someone They Believe Is Gay,” Comparison Navy Officers (1994–2010)

Question a	June 1994	March 1996	March 1999	December 2004	November 2010
(Percent who Strongly Agree and Agree)					
8.) I would have no difficulty working for a homosexual Commanding Officer.	30.4%	37.2%	42.5%	60.5%	67.6%
34.) I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.	49.7%	61.6%	67.3%	77.9%	80.1%
36.) I would feel uncomfortable having to share my room with a Homosexual service member.	n/a	n/a	n/a	n/a	52.1%
52.) I personally know a homosexual service member	n/a	n/a	21%	35.4%	50.2%

a Question and percentage found in Appendix A

However, as previously observed, these Navy officers appear more comfortable working with a homosexual (task cohesion) than perhaps in living or socializing with an openly gay service member (social cohesion). For example, as seen in Table 15, about half of the Navy officers claimed that they would feel uncomfortable “having to share a room with a homosexual service member” (Question 36). It is possible that the wording of the statement influenced a higher response of officers feeling uncomfortable. That is, “*having* [emphasis added] to share *my* [emphasis added] room” could elicit a different reaction or response than if the question had said simply “sharing a room” (minus the compulsion of “having to share” and the personal nature of “my” room).

Along with the apparent increase in comfort for these Navy officers is a corresponding increase in the proportion who claim to personally know a homosexual service member (50.2 percent in 2010). It is particularly interesting here that half of the Navy officers “know” (present tense) someone serving who is gay. According to the DADT policy, which was still the policy when the survey was conducted, no one should actually *know* a service member’s homosexuality.

D. TREND ANALYSIS OF MARINE CORPS OFFICERS' ATTITUDES: 1999, 2004 AND 2010

1. Overview

Marine Corps officer participation in the NPS survey did not begin until John Bicknell's study in 1999 (Bicknell, 2000). The next section uses the 1999 survey data as a starting point for comparing the results of the three surveys and tracking the attitudinal trends of Marine officers over the past decade. This section examines the same categories as in the previous analysis of Navy officers, focusing on the issues of Policy, Cohesion, Leadership, Tolerance, Unit Effectiveness, and Military Environment. In this section, due to fewer surveys (three as opposed to five), bar charts are used to compare the responses and display trends.

2. Policy

The results of the most recent NPS survey in 2010 shows that Marine Officers are seemingly more tolerant than were the officers of 1999 and 2004 (see Figure 1). For example, on the question of the "full and open acceptance of homosexuals sending a wrong message to society," 78 percent of Marines agreed in 1999, compared with 42 percent in 2010.

This suggests that there has been a rather sizable shift in the attitudes and beliefs of Marine officers toward supporting homosexuals in the military. There is also a considerable increase between 1999 and 2010 in the proportions of Marine officers claiming to know the difference between "sexual conduct and sexual orientation" (Question 6). This could indicate, over the years, Marine officers have become more informed or more confident on the issue of DADT and the various definitions used in applying the policy.

As seen in Figure 1, Question 15 is perhaps the most interesting example of an attitudinal shift, with 79.1 percent of the 2010 Marine respondents agreeing with the statement, "It is just a matter of time until military policy is changed to full and open acceptance." Levels of agreement in 2010 were about 28 percentage points higher than

in 2004 and 32 percentage points higher than in 1999. As previously discussed for Navy officers, this substantial increase likely reflects an understanding of the political and social climate.

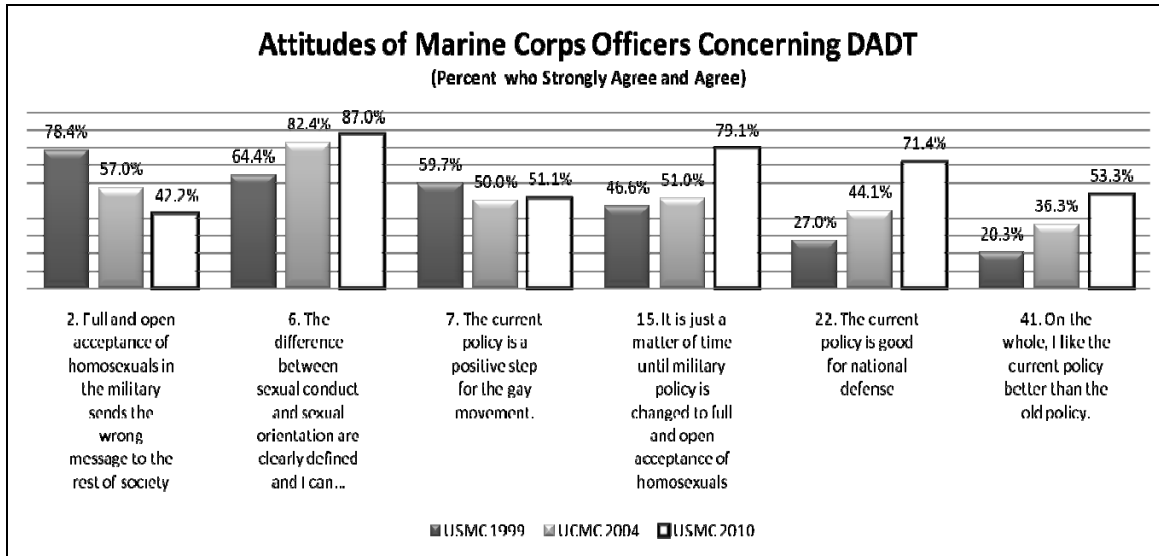


Figure 1. Attitudes of Marine Corps Officers Concerning DADT: Comparison of Survey results in 1999, 2004 and 2010

3. Cohesion

Figure 2 compares the responses of Marine officers on survey statements that relate to cohesion. The results continue to show that Marine officers are becoming more tolerant of homosexuals. Question 10 asked Marines to consider whether allowing homosexuals into the Corps would cause a downfall of good order and discipline. The trend here shows that Marine officers in 2010 agree with this statement proportionately less than in previous years, indicating somewhat greater acceptance of homosexuals. They also trust homosexuals at a higher rate than did Marine respondents who took the survey in 1999 and 2004. For example, responses to Question 16 show a 10.7 percentage-point difference between 2004 and 2010, and a 30.7 percentage-point difference from 1999 to 2010 on the matter of whether homosexuals can be trusted with secret documents.

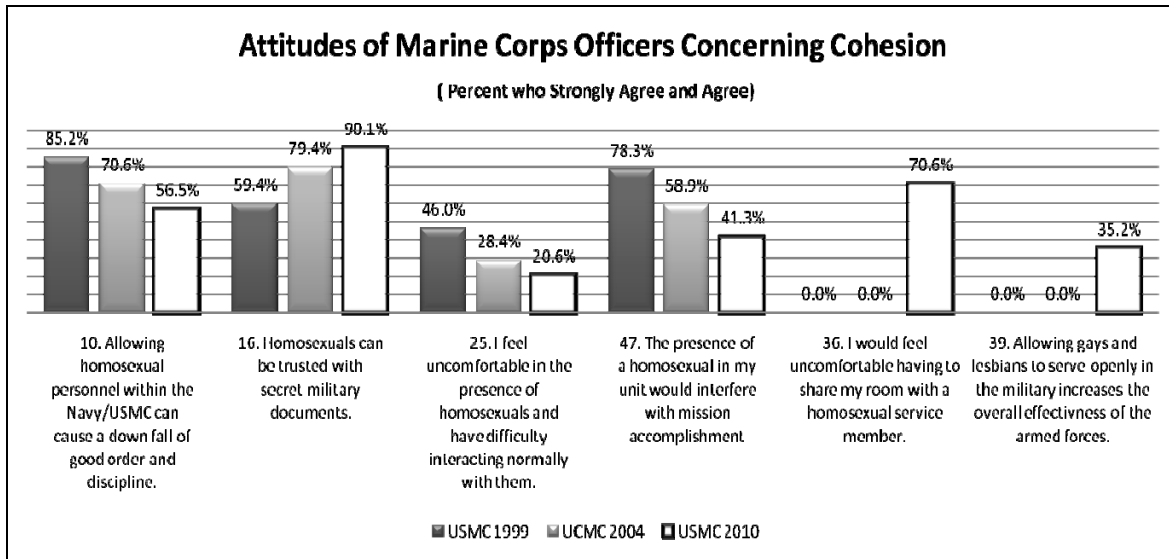


Figure 2. Attitudes of Marine Corps Officers Concerning Cohesion: Comparison of Survey Results in 1999, 2004 and 2010

Marine officers in 2010 are also more comfortable than their predecessors when in the presence of homosexuals and when interacting with them (Question 25). At the same time, proportionately fewer Marine officers in 2010 (41 percent) feel that “the presence of a homosexual in my unit would interfere with mission accomplishment.” This compares with over 78 percent in 1999 and almost 59 percent in 2004. Thus, by 2010, a vast majority of Marine officers, nearly three of every five, felt that homosexuals would not interfere with mission accomplishment. However, Marine officers express considerably high levels of discomfort on the issue of sharing living quarters with a homosexual (Question 36). Further, 35.2 percent of respondents on the 2010 survey agreed that “allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.” This suggests that, although a majority of Marines feel that having gays serve openly will not harm the effectiveness of the military, a majority also see little positive value to effectiveness in doing so. In short, they don’t see the harm and they don’t see the benefit, either.

4. Leadership

Figure 3 shows trends in attitudes from a leadership perspective, including three questions that were used previously in the NPS survey. Responses to Question 8, “I would have no difficulty working for a homosexual Commanding Officer,” shows that Marine officers in 2010 have higher rates of acceptance than did their counterparts in previous years. For years 1999 and 2004, the proportion of Marines agreeing was below 50 percent; however, by 2010, a majority of Marine officers (55.4 percent) say that they would have no problem with a gay Commanding Officer. Likewise, the results show that, since 1999, the proportion of Marines who agree that a division officer’s sexual preference does not affect leadership abilities has more than doubled. In 1999, one-third of officers agreed with the statement (Question 26). By 2010, more than two-thirds of Marine officers agreed.

A similar shift in attitudes can be seen on Question 34, “I would have no difficulty obeying an order from the Commanding Officer to work with a co-worker on a difficult or dangerous assignment.” Here, the shift toward acceptance of gays apparently occurred by 2004, when the proportion of officers agreeing jumped from 45 percent in 1999 to 70 percent.

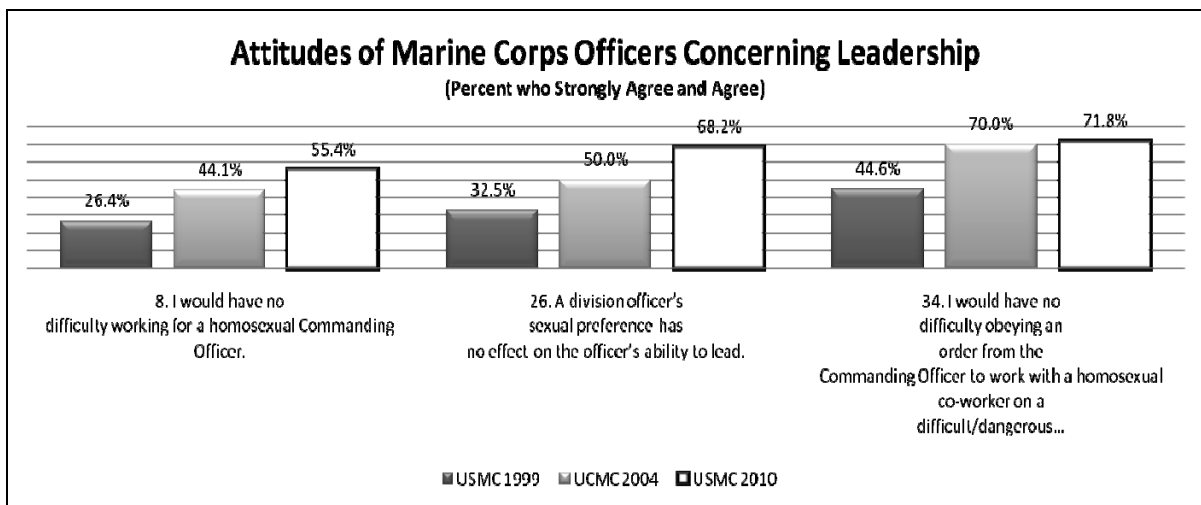


Figure 3. Attitudes of Marine Corps Officers Concerning Leadership: Comparison of Survey Results in 1999, 2004 and 2010

5. Tolerance

The comparison of survey results in Figure 4 show those Marine officers in 2010 express more tolerance than did Marines in the previous two surveys. The comparison for Question 38, “Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military,” shows a nearly 9-percentage-point difference in the attitudes of 2010 Marine officer respondents versus respondents in 2004 who answered the same question. However, Marine respondents in 2010 do not feel any more strongly than in previous years about their attitudes becoming more tolerant since DADT was established (Question 42).

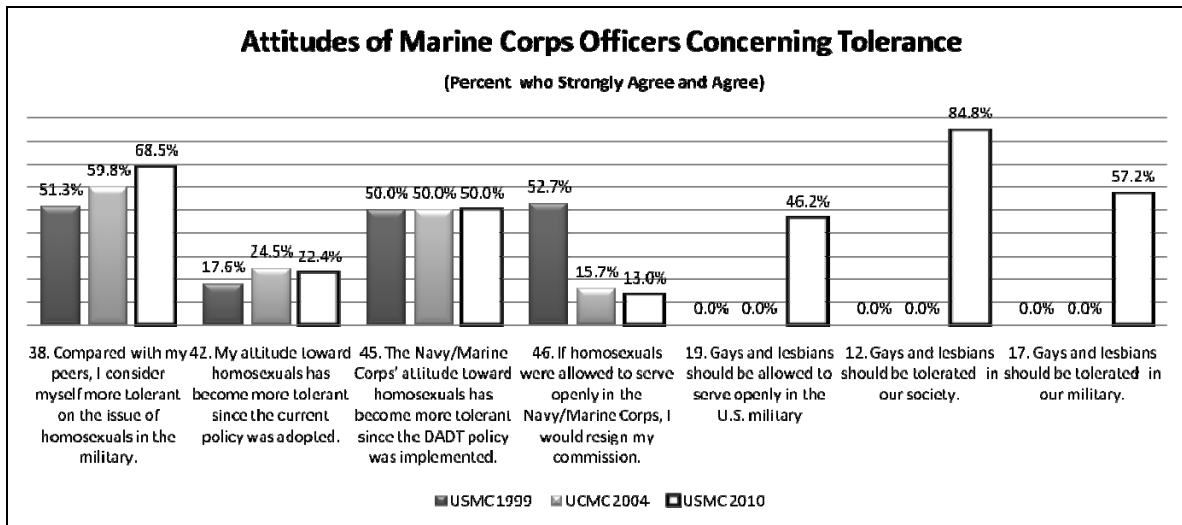


Figure 4. Attitudes of Marine Corps Officers Concerning Tolerance: Comparison of Survey Results 1999, 2004 and 2010

In addition, attitudes continued to remain at 50 percent for the third survey in a row for Question 45, “The Navy/Marine Corps’ attitude toward homosexuals has become more tolerant since the DADT policy was implemented.” At the same time, Marines in 2010 have the lowest proportion (13 percent) willing to resign their commission over “homosexuals being allowed to serve openly” (Question 46). From these results, one can see sizable changes in officer attitudes toward homosexuals in the military.

Further, findings show that a moderate proportion of Marine officers in 2010 (46.2 percent) agree with the statement, “Gays and lesbians should be allowed to serve openly in the U.S. military” (Question 19). A much higher proportion in 2010 (84.4 percent) are in favor of gays and lesbians being tolerated in society (Question 12). At the same time, well over half (57.2 percent) of Marine respondents in 2010 agree with the statement, “Gays and lesbians should be tolerated in our military” (Question 17). Consequently, proportionately more Marine officers can accept gays in society, as well the military, although a majority would still like to see them serving in silence.

6. Military Environment

The evaluation of attitudes on the military environment, as seen in Figure 5, show that respondents in 2010 who answered Question 20, “Heterosexuals aboard ships having a greater risk of privacy invasion by homosexuals,” are roughly similar to their counterparts in 2004, but far less concerned than in 1999. The results further show that Marine respondents on all three surveys agree similarly with the statement, “Homosexuals are more likely to suffer emotional problems in a military setting.” Conversely, Marine officers in 2010 were less concerned that homosexuals could pose a health risk: a little over a third of respondents in 2010 expressed some concern; this is a 15-percentage-point decrease from the 2004 rate of 51 percent and about 34 percentage points lower than in 1999.

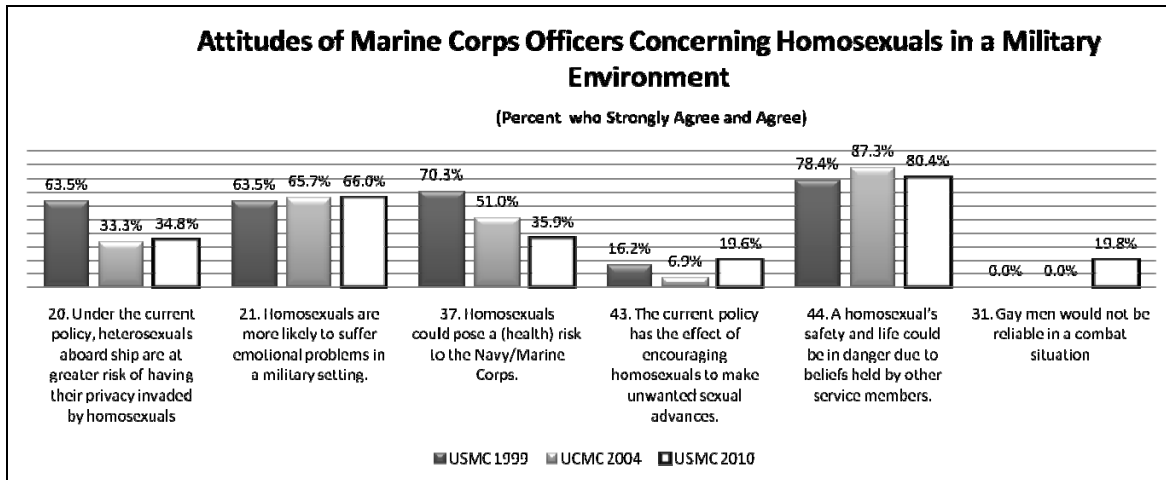


Figure 5. Attitudes of Marine Corps Officers Concerning Homosexuals in a Military Environment: Comparison of Survey Results in 1999, 2004 and 2010

Nevertheless, while the percentages are relatively small, proportionately more respondents from the 2010 survey believed “the current policy has the effect of encouraging homosexuals to make unwanted sexual advances.” This increase suggests that there may have been some confusion about the definitions of “current policy.” During the time of the 2010 survey administration, the DADT repeal was legalized for two weeks by civilian courts. This may have confused respondents causing them to think current policy meant “open and full acceptance.” Other results indicate that Marine officers continue to believe a homosexual’s life or safety could be in danger due to other service members’ beliefs (Question 44). For this question, we see a 7 percentage-point decrease from 2004 to 2010, which suggests that concerns for the safety of homosexuals are slowly beginning to diminish. For comparison, Question 31 (added to the 2010 survey) shows that about one in five (19.8 percent) Marine officers express concern that “gay men would not be reliable in a combat situation.” In short, the findings continue to suggest that NPS Marine respondents have become increasingly more tolerant toward homosexuals serving in the military. The overall trend from 1999 to 2010 indicates that Marine officers’ attitudes, on average, have continued to move toward accepting homosexuals in the military. The respondents’ answers generally show that they see homosexuals as able to perform their combat duties; still, these respondents express some

concern that homosexuals could have problems emotionally adapting to a military environment and they could be at risk because of the prejudice of others.

E. NAVY AND MARINE CORPS ATTITUDE DIFFERENCES

1. Overview

The main purpose in looking at differences between Marine Corps and Navy officer respondents to the 2010 NPS survey is to identify beliefs and attitudes within the two services that are not consistent with the new policy of repeal. The results of this comparison could help to inform the Department of the Navy as it seeks to ensure a smooth transition. This section compares responses by the categories of Policy, Cohesion, Leadership, Tolerance, and Military Environment.

2. Navy Vs. USMC Attitudes on Policy

As seen in Figure 6, results from the 2010 NPS survey show that Navy officers tend to be slightly more tolerant than Marine officers on matters of policy concerning homosexuals. A majority of officers in both services tend to reject the idea that “homosexuals in the military send the wrong message to the rest of society” (Question 2). For the most part, officers in both services also feel the same about all the questions asked, with only three questions having a difference greater than 3 percentage points. The greatest difference in attitude shows Marine officers supporting DADT (“current policy”) at a rate of 71.4 percent, compared with 51.6 percent of Navy officers who responded on the issue of the policy being “good for national defense” (Question 22). Officers in the Navy were also more likely to favor DADT (63.6 percent) over the previous policy of zero tolerance than were their Marine counterparts (53.3 percent).

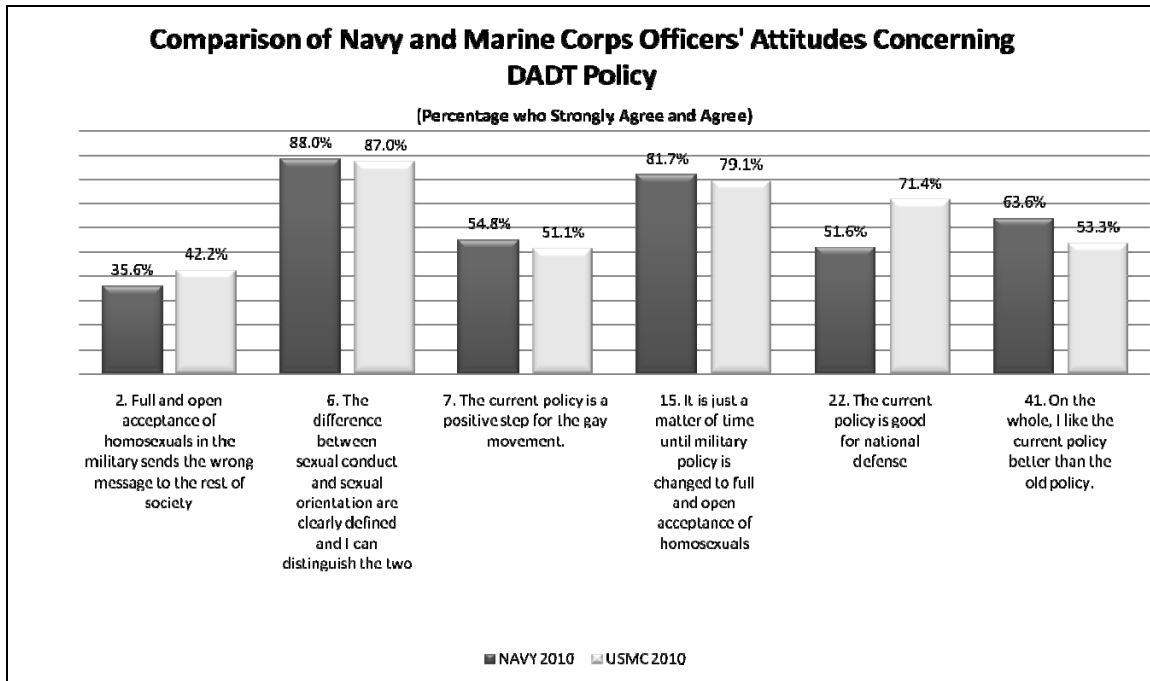


Figure 6. Comparison of Navy and Marine Corps Officers' Attitudes Concerning DADT Policy: Survey Results for 2010

3. Navy Vs. USMC Attitudes on Cohesion

The findings on cohesion, presented in Figure 7, show that Marine Corps officers tend to be less tolerant toward interacting with homosexuals in the work environment. For example, Marine officers are more likely to see homosexuality as going against the “good order and discipline of their service” (Question 10). Both Navy and Marine officers tend to see homosexuals as trustworthy in “maintaining secret documents” (Question 16). Additionally, officers in both branches are similar with respect to feeling “uncomfortable” in the presence of homosexuals. Although Marine officers tend to be less certain than Navy Officers about the effect on “mission accomplishment,” it is noteworthy that a majority of officers in both branches agree that “mission accomplishment” would not be a potential problem (Question 47). At the same time, a majority of officers in both branches express discomfort in sharing their room with a homosexual; and Marine officers appear to be *considerably* less comfortable (by a margin of 18.5 percentage point with this prospect than are Navy officers (Question 36). In

similar fashion, a majority of officers in both branches tend to feel that the repeal of DADT would not “increase the overall effectiveness of the armed forces” (Question 39).

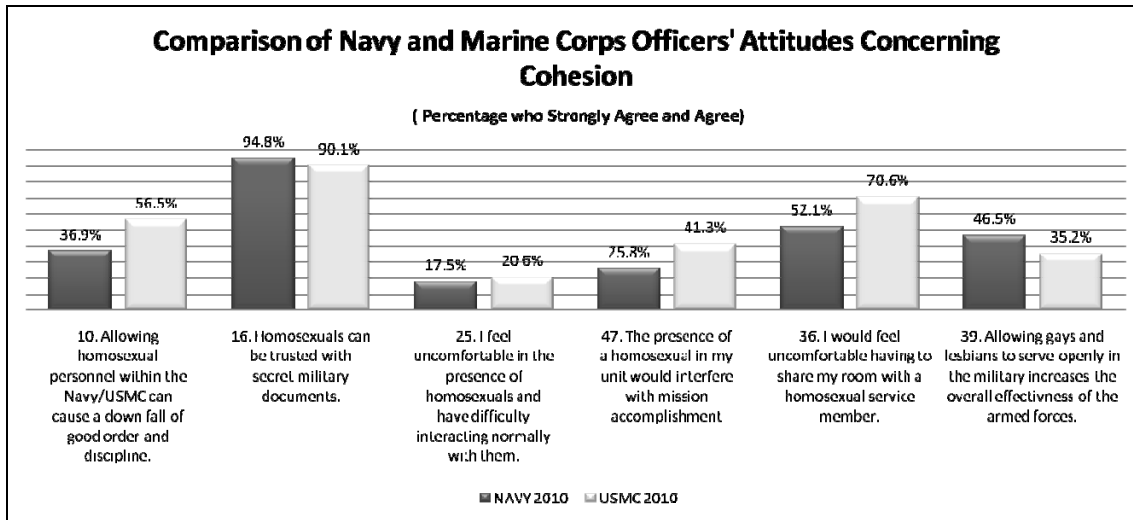


Figure 7. Comparison of Navy and Marine Corps Officers' Attitudes Concerning Cohesion: Survey Results for 2010

4. Navy Vs. USMC Attitudes on Leadership

Figure 8 compares the responses of Navy and Marine Corps officers to questions that focused on leadership. The results show that, on a whole, both Navy and Marine officers tend to be moderately tolerant with regard to “working for a Commanding Officer who is homosexual” (Question 8); although, Navy officers continue to appear more tolerant on this issue. Officers in both branches were also moderately open to the idea that “sexual preference has no effect on a division officer’s ability to lead” (Question 26). Again, however, we see that Navy officers are 6.5 percentage points more accepting of this idea than are Marine officers.

Responses to the last question, “I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment” (Question 34), suggest that officers in both branches would have little to no problem in being ordered to work with a homosexual. Navy officers again

agreed with this statement at a higher rate than did Marine respondents. A comparison of responses to Question 8 and Question 34 indicates that Marine and Navy officers alike tend to be more comfortable having homosexuals as their coworker rather than having them as a supervisor.

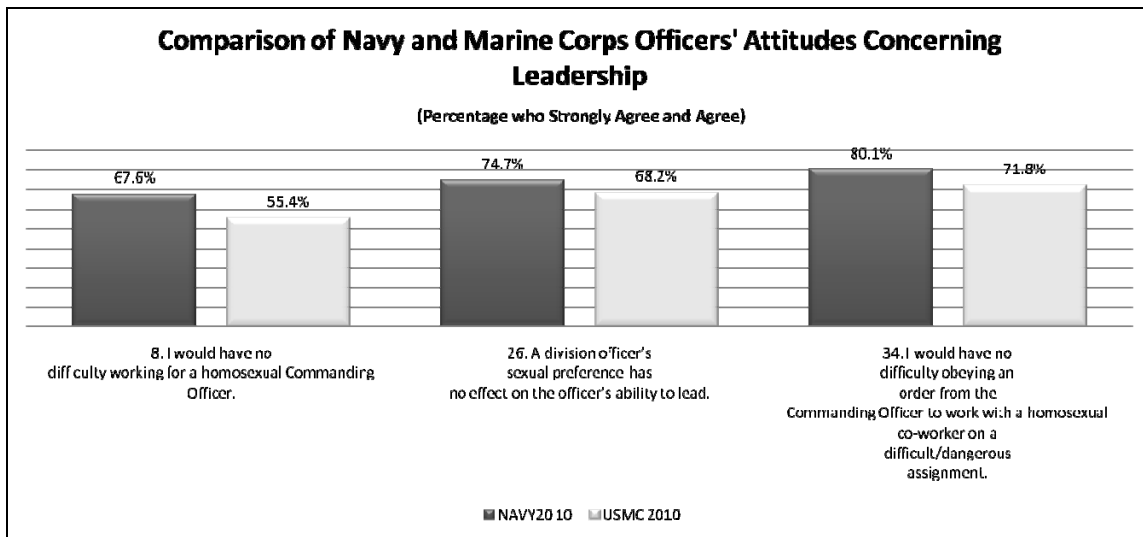


Figure 8. Comparison of Navy and Marine Corps Officers' Attitudes Concerning Leadership: Survey Results for 2010

5. Navy Vs. USMC Attitudes on Tolerance

Figure 9 compares responses to seven questions that relate to levels of tolerance. As seen here, Navy officers are more likely to see themselves as “more tolerant than their peers” (Question 38). Officers in military branches tend to feel that tolerance for homosexuals within the armed services is high (Question 38). At the same time, answers to Question 42, “My attitude has become more tolerant since the current policy was adopted,” suggest that DADT did not necessarily promote increased tolerance for homosexuals by either Navy or Marine officers. And, yet, officers in both branches tended to agree that “The Navy/Marine Corps’ attitude toward homosexuals has become more tolerant since the DADT policy was implemented” (Question 45). This suggests that, although the policy was exclusionary, it may have somehow helped to break down

or soften stereotypes and prejudices that were within the military culture. In fact, although Marine officers appear relatively more likely to say they would resign (Question 46), proportionately few officers from either branch seem willing to leave over a repeal of DADT. Similarly, a clear majority of Navy officers indicated their support for a repeal of DADT (Question 19); at the same time, however, a majority of Marine officers felt otherwise. Officers in both branches overwhelmingly agreed that “gays and lesbians should be tolerated in our society.” When asked the same about tolerance for gays in the military (Question 17), the results were somewhat different. Although nearly three-quarters of Navy officers still agreed, the rate of agreement for Marine officers fell to around 57 percent.

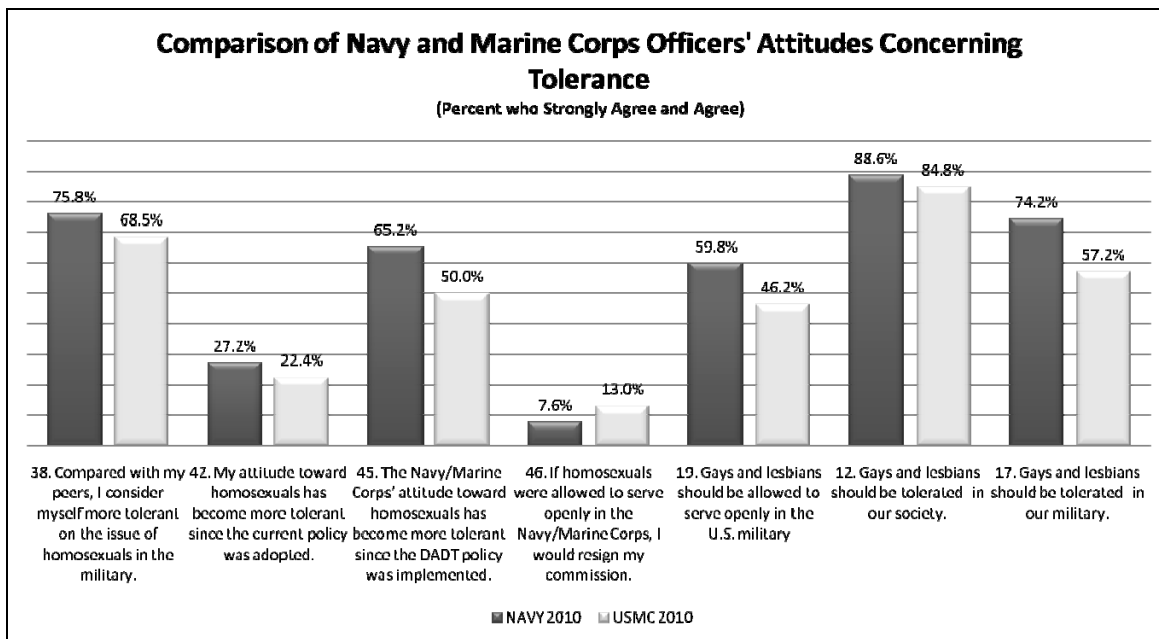


Figure 9. Comparison of Navy and Marine Corps Officers' Attitudes Concerning Tolerance: Survey Results for 2010

6. Navy Vs. USMC Attitudes on Military Environment

The results presented in Figure 10 suggest that Navy officers, on average, are more accepting of gays in the military environment than their counterparts in the Marine

Corps. This difference is especially apparent on two questions, one relating to expected emotional problems of gays (Question 21), and another on the safety or risk to gays who reveal their homosexuality (Question 44). On both topics, Marine officers appear more likely to see a problem. On the other hand, officers in both branches showed relatively low agreement with the statement, “Gay men would not be reliable in a combat situation” (Question 31).

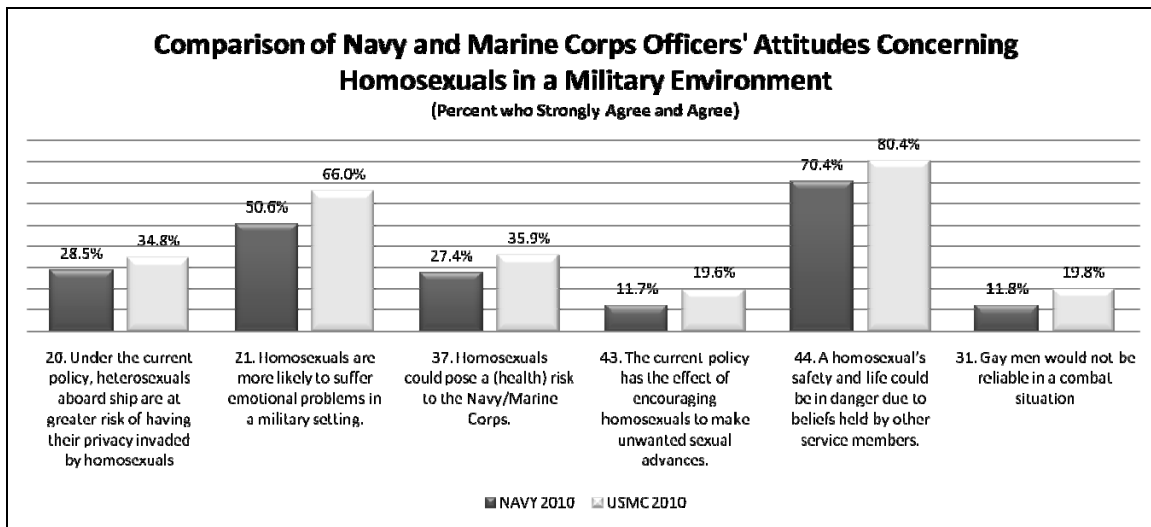


Figure 10. Comparison of Navy and Marine Corps Officers' Attitudes Concerning Military Environment: Survey Results for 2010

7. Combat Arms and Combat Support: Comparison on the Topic of Homosexuals in a Military Environment

a. Combat Arms

For this section, Navy officers who chose surface, aviation, or submarines on the 2010 NPS survey as their “community designator” were classified as being in combat arms. For Marines, only officers who chose “ground combat” as their designation on the survey fell into the combat arms category. As seen in Table 16, when limiting respondents to those in combat arms, Navy officers tend to exhibit more tolerance than do Marine officers on all questions except for Question 44, “A homosexual’s safety or

life could be in danger due to beliefs held by other service members.” This could suggest the finding is an outlier. That is, even though Marine officers are less tolerant generally, many may feel a stronger sense that “Marines take care of their own.” On the other hand, it could be simpler than that. Navy officers know that life aboard a ship is isolated and can be dangerous in many ways on the high seas. Other findings show that Marine combat arms officers are 25 percentage points less likely than Navy combat arms officers to want to share a room with a homosexual. Similarly, Marine officers in combat arms MOS are 17.6 percentage points less likely than their Navy counterparts to have a friend or relative who is a homosexual.

Table 16. Trend Analysis: Attitudes of Combat Arms Navy and Marine Corps Officers on the Topic of Homosexuals in a Military Environment

(Percent who Strongly Agree and Agree)		
Question 3. I prefer not to have a homosexual in my command. ^a		
Year	Navy ^a	Marines
2010	40.6%	66.7%
Question 31. Gay men would not be reliable in combat.		
Year	Navy ^a	Marines
2010	10.2%	20.0%
Question 36. I would feel uncomfortable having to share my room with a homosexual service member ^c.		
Year	Navy ^a	Marines
2010	54.9%	80.0%
Question 44. A homosexual’s safety or life could be in danger due to beliefs held by other service members. ^d.		
Year	Navy ^a	Marines
2010	68.5%	40.0%
Question 51. I have a friend or relative who is a homosexual ^e.		
Year	Navy ^a	Marines
2010	64.3%	46.7%

^a Questions and percentages found in Appendix A.

b. Combat Support

For this section, Navy officers who chose restricted line, human resources, supply, or unknown on the 2010 survey as their community designator were classified as “combat support.” For Marines, officers who chose aviation, combat support, support, or unknown as their designation for the 2010 survey fell into the “combat support” category. Table 17 shows that officers in combat support tend to share certain attitudes with their

counterparts in combat arms, although differences are also apparent. Navy officers again exhibit more tolerance than do Marine officers to all questions except for two. For example, on Question 31, “Gay men would not be reliable in combat,” both Navy and Marine officers tend to exhibit higher tolerance than that of their combat arms counterparts. On this particular question, it is interesting to find that proportionately fewer Marine officers than Navy officers, by a slight margin, agree with the statement. This is an unusual result when comparing responses of officers in the two services.

Table 17. Trend Analysis: Attitudes of Combat Support Navy and Marine Corps Officers on the Topic of Homosexuals in a Military Environment, 2010

(Percent who Strongly Agree and Agree)		
Question 3. I prefer not to have a homosexual in my command. ^a		
Year	Navy ^a	Marines
2010	34.9%	59.2%
Question 31. Gay men would not be reliable in combat. ^b		
Year	Navy ^a	Marines
2010	14.4%	13.6%
Question 36. I would feel uncomfortable having to share my room with a homosexual service member. ^c		
Year	Navy ^a	Marines
2010	48.1%	68.4%
Question 44. A homosexual’s safety or life could be in danger due to beliefs held by other service members. ^d		
Year	Navy ^a	Marines
2010	74.4%	80.3%
Question 51. I have a friend or relative who is a homosexual. ^e		
Year	Navy ^a	Marines
2010	62.2%	61.3.0%

^a Questions and percentages found in Appendix A.

Similar to Marine combat arms officers, Marine officers in combat support positions are considerably more uncomfortable than are their Navy counterparts with respect to sharing a room with a homosexual. Here, over 68 percent of Marines in combat support claim to be uncomfortable, compared with about 48 percent of Navy officers. And, unlike the results for combat arms officers, Marines in combat support are more likely than are their Navy counterparts to believe that the safety or life of a homosexual could be in danger due to beliefs held by other service members (Question 44).

It seems that combat support officers are, on average, somewhat more tolerant of homosexuals than are combat arms officers. At the same time, one particular question stands out: a homosexual's life could be in danger to the beliefs of others. Here, both Navy officers and Marine officers in combat support positions are more likely to see a danger for homosexuals. In fact, the difference between Marines in combat arms and those in combat support is about 40 percentage points. This may reflect the nature of Marine combat arms, where there are more opportunities for interaction, information exchange, and many more tasks that involve working as a team to accomplish an objective. This is likely when the "brothers in arms" phenomenon kicks in and task cohesion takes over.

F. TREND ANALYSIS OF SPECIFIC DEMOGRAPHIC GROUPS

1. Overview

To get a better understanding of attitudinal trends, the responses of specific demographic groups from the NPS 2010 survey were examined. Three figures were created, two that focus on "Pay Grade" (Figures 11 and 12) and another that looks at "Time-in-Service" (see Figure 13). Each demographic category incorporates questions from the five categories of Policy, Cohesion, Leadership, Tolerance, and Military Environment that were evaluated previously. The responses to each question were then cross-tabulated with officer pay grades and their reported time-in-service to see how attitudes might differ according to these demographic variables.

2. Pay Grade

Figure 11 shows the proportions of Navy and Marine Corps officers who agreed to six survey statements by their pay grade. The officers who responded to the 2010 NPS survey were in pay grades ranging from O-1 through O-5 . No respondents had the pay grade of O-6. The term "pay grade" indicates the level of pay assigned to a specific grade or rank (Marine Corps Dictionary, 2011). For example, in the Marine Corps, officers in the pay grades of O-1 through O-3 are categorized as "company grade

officers.” They have a lot more interaction with the troops as Platoon Commanders, Company Executive Officers, and Company Commanders. They can also be staff officers who hold key positions in charge of sections in a Battalion, Regiment, or Division. Officers in pay grades O-4 through O-6 are more senior in rank and hold key positions in the command elements of Battalions, Regiments, and Divisions.

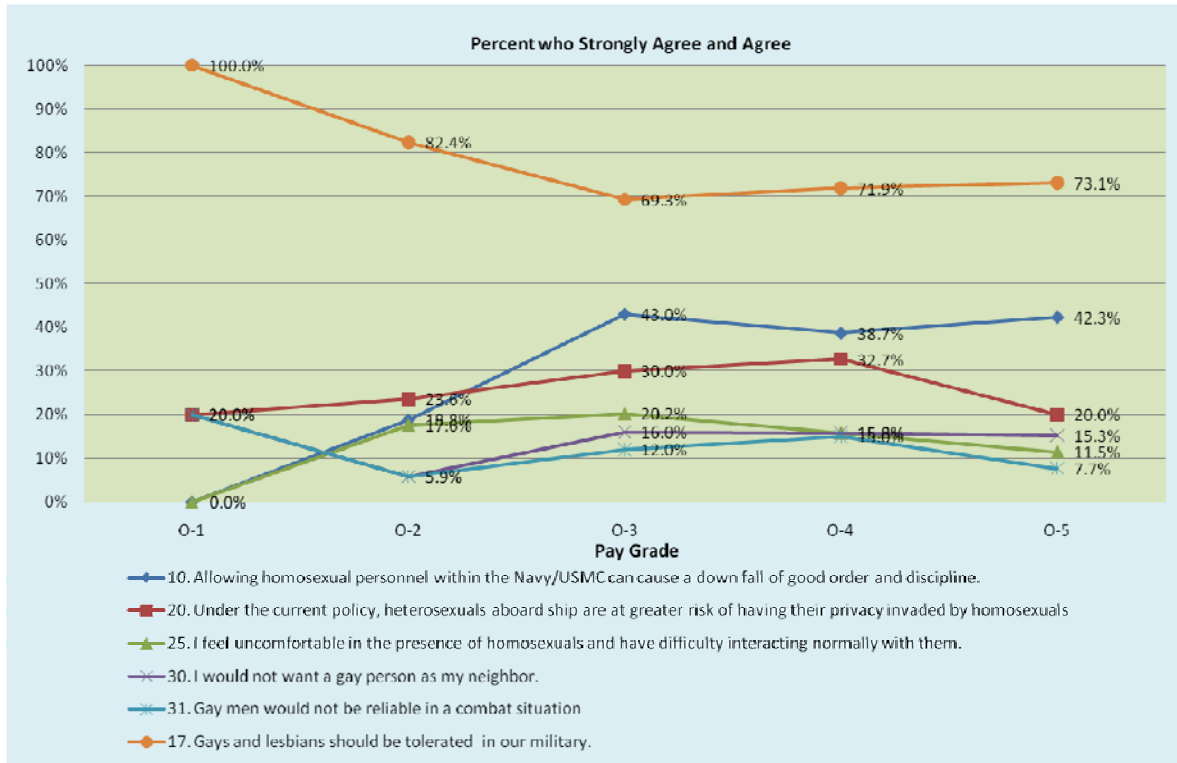


Figure 11. 2010 Pay Grade Demographic Cross Tabulation 1

As seen in Figure 11, officers in pay grades O-1 and O-2 tend to show the most tolerance toward homosexuals, while officers in pay grades of O-3 and O-4 tend to be the least tolerant. Respondents in pay grade O-5 show less tolerance than do those in O-1 and O-2, but more tolerance than respondents in grades O-3 and O-4. This is supported by levels of agreement to the statement, “Gays and lesbians should be tolerated in our military” (Question 17).

Figure 12 shows the responses to four additional questions that were cross-tabulated to illustrate differences in attitudes by pay grade. As seen here, officers in pay grades O-1 and O-2 are the most willing to follow orders from a homosexual Commanding Officer (Question 34), while those in pay grade O-5 are the least willing. Also, when analyzing Question 41, we see that officers in the pay grades of O-1, O-2, and O-5 favor the DADT policy more than do respondents in the pay grades of O-3 and O-4. When the statement, “I have a friend or relative who is homosexual,” was presented, results showed that officers in the pay grade of O-2 tend to have the most friends and relatives who are homosexual. Officers in pay grade O-1 are the second highest, with a 14.1 percentage-point difference. Results for Question 51 also show that officers in pay grade O-5 tend to be the least likely to have a relative or friend who is homosexual. The results are similar on Question 52, “I personally know a homosexual service member.”

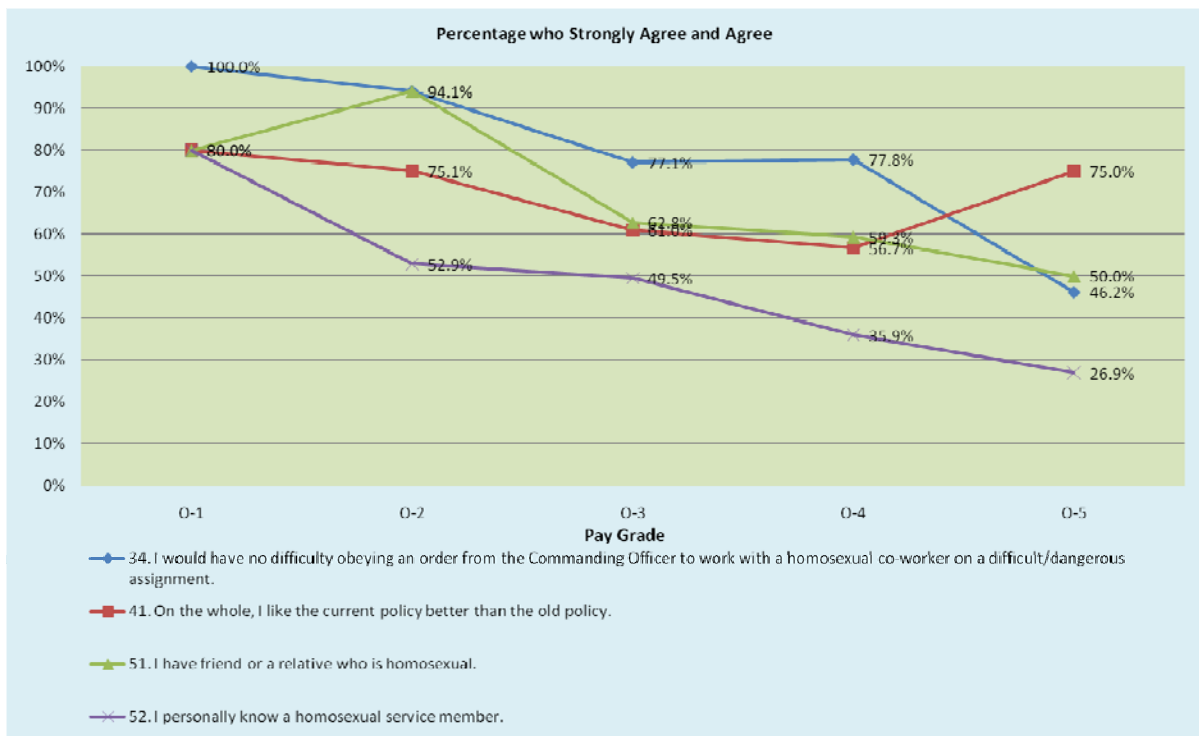


Figure 12. 2010 Pay Grade Demographic Cross Tabulation 2

Here again, officers in pay grade O-1 are the most likely to know a homosexual service member, followed in order by those in pay grades O-2, O-3, O-4, and O-5. This is an important finding, since it may help to explain why tolerance of gays tends to be increasing. Simply stated, younger officers are replacing older officers over time. These younger officers tend to be more accepting of gays, as national polls show that younger generations are generally more tolerant of gays than are their older counterparts (CNN Poll, 2009). Added to this is Allport's "contact hypothesis," where considerably more junior officers claim to know someone in the military who is gay.

3. Time-in-Service

Figure 13 shows the responses to selected questions from the survey by number of years the officers have served in the armed forces. The term "Time-in-Service" (TIS) refers to the number of years an officer has been in the military. TIS can vary depending on the way an individual joined the military. For example, some Marine officers originally served in the enlisted force, but later in their careers were commissioned as an officer. Many of these officers will be in pay grade O-3. Yet, they have as many as 15 or more years TIS when their enlisted years are combined with their officer years.

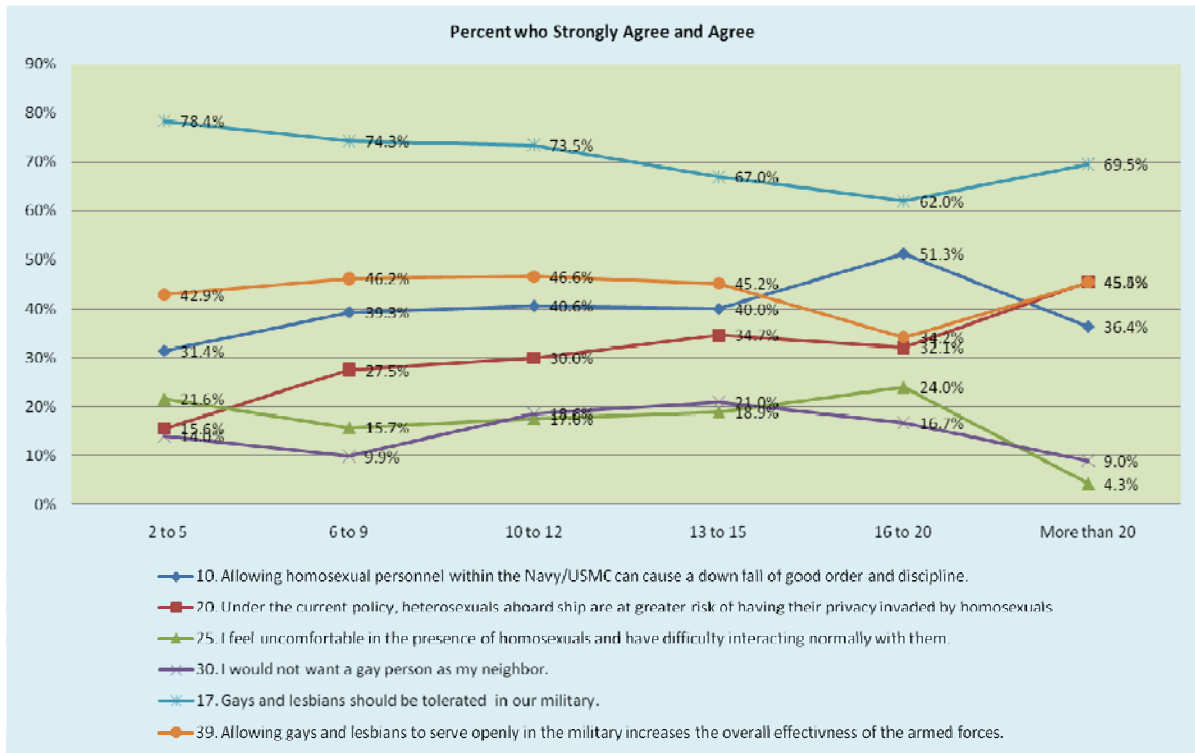


Figure 13. Time-in-Service Cross Tabulation

As seen in Figure 13, the TIS for respondents to the NPS survey ranged from 2 to more than 20 years of service. The following results stand out: respondents with 2-5 years show the lowest level of agreement with the statement, “Allowing homosexual personnel within the Navy/USMC can cause a downfall of good order and discipline” (Question 10). Conversely, officers with 16 to 20 years in service show the highest level of agreement. Similarly, officers with more than 20 years of service tend to agree most with the statement that heterosexuals on a ship may be at risk for losing privacy (Question 20), while respondents with 2–5 years of TIS tend to agree the least with this statement.

When the question of comfort and interaction around homosexuals was presented (Question 25), we see that officers with 20 or more years of TIS are the most tolerant when interacting with homosexuals; and respondents with 16–20 years of TIS tend to be least tolerant in the presence of homosexuals. When asked to agree or disagree with the statement, “Gays and lesbians should be tolerated in our military,” (Question 17), over 78

percent of officers with 2–5 years of service agreed. This compares with 62 percent of officers with 16–20 years of service and just less than 70 percent of those with more than 20 years.

In brief, the trend for responses by years of service shows that officers with fewer years tend to be consistently more tolerant or accepting of homosexuals in the military. This is particularly true for officers with 6–9 years of service. At the same time, officers with 16–20 years of service appear to be the least tolerant.

V. CONCLUSIONS AND RECOMMENDATIONS

A. CONCLUSIONS

Responses to the Naval Postgraduate School (NPS) survey in 2010 indicate that Navy and Marine Corps officer-students have followed the trend observed in four previous surveys at NPS. Navy and Marine Corps officers continue to become more accepting and tolerant of gays in the military with each successive survey over the 17-year history of “Don’t Ask, Don’t Tell” (DADT). President Barack Obama signed the bill to repeal DADT on 22 December 2010, just weeks after the NPS survey was administered. Yet, implementation of the repeal is designed to be a purposely slow and deliberate process that includes training and preparation at several levels in the military organization. Indeed, at the time of this writing in March 2011, no date had been set to implement repeal.

The primary objective of this study centered on answering the following question: have the attitudes of Navy and Marine Corps officers changed over the past 17 years? The results show that the attitudes of Navy and Marine Corps officers alike have shifted considerably based on five surveys conducted since the introduction of DADT. Several trends can be identified showing that NPS officer-students in both branches have continued to become more accepting of gays in the military, although notable differences are evident between Navy and Marine Corps officers. Six major conclusions are drawn from the analysis.

1. NPS Navy and Marine Corps Officers Show Increasing Acceptance of Gays in the Military

One strong indication of increasing acceptance is the large differences from 2004 compared with 2010 on the statement, “Homosexuals should not be restricted from serving anywhere in the Navy” (Table 5). The results show the level of agreement by Navy officers was 11.2 percentage points higher in 2010, while the increase was almost 32 percentage points for Marine officers. These results suggest sizable changes over the

past 6 years in attitudes supporting homosexuals and the repeal of DADT. Likewise, when looking at the topic of same-sex marriage (Table 6), we see that support by the national population increased by 8 percentage points over a 10-year span from 2000 to 2010. However, when looking at Navy and Marine Corps officers from 2004 to 2010, levels of support for each increased by over 10 percentage points. In fact, on high-profile topics, such as same-sex marriage and dependent benefits for homosexual service members (Table 7), the 2010 results suggest that Navy and Marine Corps officers tend to be even more supportive than adults in the general population.

2. NPS Navy and Marine Corps Officers Appear Ready for Change

When the DADT policy was implemented in 1994, roughly 73 percent of Navy officers agreed that “Full acceptance of homosexuals in the military sends the wrong message to the rest of society.” Seventeen years later, about one-third of Navy officers still agreed with the statement. One would assume, conversely, that two-thirds of Navy officers then feel that “full and open acceptance” could send the “right message” (or no message) to society. This shift in attitudes is meaningful because it links the military’s potential change in policy with a perception of generally positive consequences for society as a whole. This is especially interesting, because the military has been seen as lagging behind society in its level of acceptance or tolerance of gays up to this period.

An additional indication that today’s military forces are ready for the new policy change is the difference in attitudes when comparing agreement by respondents in 1994 with that of respondents in 2010 on the statement, “It is just a matter of time until military policy is changed to full and open acceptance of homosexuals.” In 2010, roughly 82 percent of Navy officers agreed, along with almost 80 percent of Marine officers. It should be noted that the largest increases in agreement occurred over the past 6 years, from 2004 to 2010 (Table 10).

3. Certain Areas of Change May Require Greater Attention

Clearly, there will always be individuals who are reluctant to change. In looking at the selected demographic groups, we were able to identify a few areas within the military that may need some added attention once the process of implementing repeal begins. The results show that Marine and Navy officers in the pay grades of O-1 and O-2 tend to express the most tolerance toward homosexuals, while officers in the pay grades O-3 and O-4 tend to be the least tolerant. When the statement, “I have a friend or relative who is homosexual,” was presented (Figure 12), proportionately more O-2s claimed to have a friend or relative who is homosexual, followed by officers in pay grade O-1. At the same time, officers who were more senior, in pay grade O-5, had the lowest proportion who claimed to have a gay relative or acquaintance. Further results also show that O-5s were least likely to know a homosexual service member personally.

4. Younger, Junior Officers Tend to be Most Accepting of Repeal

The analysis of results by an officer’s time-in-service provides additional evidence that younger, junior officers are more accepting of change. For example, officers with less than 9 years of service consistently appear more tolerant of homosexuals, particularly those who have 6–9 years of service. On the other hand, officers with 16–20 years-in service tend to be the least tolerant of homosexuals (Figure 13).

5. Multiple and Varied Reasons May Help to Explain the Increase in Acceptance

Multiple and varied reasons likely explain the apparent increase in tolerance levels over the past 17 years. Reasons, such as “Cultivation Theory,” touch on the idea that media outlets have affected how the attitudes and behaviors of the individuals change as a result of constant exposure to certain ideas or themes (Gross & Gerbner, 1976). Likewise, ethno-demographic trends, such as generational shifts toward younger replacements and increased participation by certain population subgroups, can affect the

attitudinal trends of Navy and Marine Corps officers. In addition, many researchers and scholars believe Gordon Allport's "Contact Hypothesis" is the key to better relations between certain groups (Allport, 1954).

The idea that increased contact will ultimately work to bring groups closer together by breaking down stereotypes and prejudice is, on the surface, quite appealing. Yet, history has shown that this is not always the case. At times, and under certain conditions, one group may continue to dislike another group, on average, no matter how much inter-group contact takes place. Hence, Forbes (1997) suggests that increased contact and close proximity can sometimes lead to greater dislike, resentment, and possibly violence. (Forbes, 1997).

The military environment may work against the "contact hypothesis" for various reasons. Among these are factors that relate to rooming and a missing condition of equal status (see Forbes, 1997). On the other hand, the military pursued racial desegregation at a point when areas of the nation were still largely segregated by state law, including statutes that prohibited interracial marriage. The military's policy makers figured out how to institute racial integration despite these obstacles, and with much less support from service members, many of whom held strong prejudice, while improving the overall effectiveness of the force.

6. Personal Comfort and Privacy Are Still a Concern

The NPS survey asked officers to agree or disagree with the statement, "I would feel uncomfortable having to share my room with a homosexual service member" (Question 36). Over 52 percent of Navy officers and 71 percent of Marine officers agreed with this statement. If the officers are still this strongly reluctant to share a room with a homosexual, it should be clear that many heterosexuals may be uncomfortable in close quarters with someone who is openly homosexual. Looking back, one can assume that many white service members were just as reluctant and personally uncomfortable sharing close quarters with black service members. It might prove to be instructive if policy makers examined approaches of the past, identifying similarities and differences between strategies applied then and those planned currently.

One particularly interesting question on the NPS survey was “a homosexual’s safety and or life could be in danger due to beliefs held by other service members.” The relatively high level of agreement by both Navy officers (70 percent) and Marine officers (80 percent) is disturbing. Clearly, a substantial portion of officer respondents believe there is a chance that the repeal of DADT could somehow endanger persons who are openly gay. Members of today’s military should know the difference between proper and improper conduct and that harassment of any kind is unacceptable. This is nothing new; ultimately, the responsibility for maintaining good order and discipline falls on the military’s leaders, at all levels. Good leaders will ensure that the proper conditions are maintained to foster a healthy environment for all service members.

B. RECOMMENDATIONS

1. Survey Populations

The 2010 NPS survey was restricted to Navy and Marine Corps officers attending the Naval Postgraduate School (NPS). These officers’ opinions are important because NPS students are considered to be among the future leaders of the military. Further, the survey population is a mix of junior and more senior officers with various occupational specialties and service experiences. Nevertheless, it should be emphasized that the results of this survey and those previously conducted by NPS on the subject of DADT do not represent the attitudes of all officers serving within the Navy and Marine Corps, and they could be even less representative of the attitudes of the armed forces as a whole.

Recently, several studies have been conducted to prepare the nation’s military for the transition to acceptance of persons who are openly homosexual. These include the 2010 DoD Comprehensive Review Group’s Survey that was distributed to some 400,000 active and reserve personnel, along with a separate survey of military spouses. (Department of Defense, 2010). Another study was the update to the 1993 RAND research on “Sexual Orientation and U.S. Military Personnel Policy” (National Defense Research Institute, 2010). Prior to 2004, very limited amounts of information were collected on the attitudes of service members toward removing DADT. Because of this,

the NPS surveys stand out as making a unique contribution to the literature on DADT. With the data captured from the five NPS surveys, further studies can be conducted that compare the initial NPS responses with new information on progress toward fully implementing repeal. For example, the NPS survey results suggest that there may be possible concerns with tolerance from personnel in combat arms specialties, as well as those who have more years of service, and those in certain pay grades.

Further trend analysis and a long-term survey could be conducted to see how officers' attitudes toward homosexuals change as the new policy of repeal takes effect. Additional studies could include an examination of how service members' attitudes may change over time regarding issues such as same-sex marriage, homosexual service member dependent benefits, and the ability of women to serve in combat arms specialties. Another potentially interesting line of research could look at the "contact hypothesis," to see if increased contact resulting from the repeal of DADT affects the attitudes of service members who were most opposed to change, particularly those in combat arms specialties.

2. Survey Design

The 2010 NPS survey was designed with the intent of maintaining the continuity of the previous four surveys. Several changes were made to the survey to widen its scope, but the core survey itself was left intact. One constant request from respondents was for a "not applicable" or "no opinion" choice in the response selections. The survey was designed so that respondents would make a "forced choice" on each question. It may be for this reason that, of our sample of 545 respondents, only 477 officers opted to complete all questions on the survey. In our case, we may have lost 68 potential respondents because of issues with the survey design, including the expanded number of survey questions.

Another design issue was the use of certain phrases when asking questions about the DADT policy. Several questions used the term "old policy" and others that used the term "new policy." These terms made sense in 1994, when the original survey was designed. However, this was not true in 2010, when respondents recognized that policy

changes were imminent. Consequently, many respondents to the 2010 survey were confused regarding which policy was “new” (DADT) and which one was “old” (zero tolerance). Added to the confusion was the two-week lapse of DADT, when enforcement was suspended by a federal judge and recruiters were apparently permitted to recruit gays.

Additional tools that might help with understanding service members’ attitudes include conducting focus groups to clarify some of the questions. The 2010 survey suggested different levels of tolerance or acceptance between officers with 1–9 years of service and those with 16–20 years. Similar differences were also found when looking at pay grades and when comparing responses between the two service branches. Future studies could examine whether these differences change over time, as gays serve openly throughout the military, and from the time of initial recruitment to retirement. If a new study is launched following the repeal, it should expand coverage of demographic variables. This would include adding sexual orientation, state, marital status, age, children, and education to further study the correlates of attitude change.

3. Further Analysis

As noted and repeated throughout, the five NPS surveys are a rich and unparalleled source of information. Thus far, reporting of the data gathered in these surveys has been limited to selected analyses that seemed to fit the policy or research needs of time. Much more can be done with existing information and through studies that are yet to be designed. For example, because the present study was limited in scope, a rich source of data was left virtually untouched. That is, almost all of the statements in the five NPS surveys used a scale that included two levels of agreement and two levels of disagreement. This scaling thus allows weighting of the respondents’ strength of opinion, a factor that has not been examined here or, to any meaningful extent, elsewhere in reporting the results of these surveys. Policy makers and researchers might, then, be interested to find that Navy officers in the 2010 survey agreed third-most strongly with two statements: “Homosexuals and heterosexuals should have equal rights” and “Gays and lesbians should be tolerated in our society.” At the same time, policy makers might

take notice of the statement with which Marine Corps officers agreed second-most strongly: “I would feel uncomfortable sharing a room with a homosexual service member.”

As a 17-year research project comes to close, we may see the beginning of a new phase of study that tracks the progress of DADT’s repeal. In any case, it is hoped that the results of the present effort serve to enlighten and inform policy makers and the military’s leaders in the days and years ahead.

APPENDIX A. SURVEY RESPONSE FREQUENCIES

APPENDIX A. SURVEY RESPONSE FREQUENCIES

This appendix shows the response frequencies for the surveys conducted in 1994, 1996, 1999, 2004 and 2010 for research on the 'Don't Ask, Don't Tell' policy at NPS. The items in bold, represent findings from the 2010, DADT NPS survey. Percentages found in tables are combined scores of Strongly Agree with Agree and Disagree with Strongly Disagree.

NPS Student Response Frequencies to 2010 DADT Survey

Date:	25 Oct	26 Oct	27 Oct	28 Oct	29 Oct	30 Oct	31 Oct	1 Nov	2 Nov	3 Nov
Per Day	239	93	24	134	21	6	6	11	8	2
Cum Total	239	332	356	490	511	517	523	535	543	545

1. I have read the consent to participate form and understand the content of this survey.
2. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 382)		18.3%	17.3%	36.4%	28.0%
2004 (Navy) (n = 334)		21.9%	24.3%	36.2%	17.4%
1999 (Navy) ^a (n = 215)		32.6%	26.5%	26.1%	14.9%
1996 (Navy) ^b (n = 306)		43.1%	22.7%	24.7%	9.4%
1994 (Navy) ^c (n = 605)		52.9%	20.0%	18.8%	8.3%
2010 (USMC) (n = 90)		23.3%	18.9%	44.4%	13.3%
2004 (USMC) (n = 102)		34.3%	23.5%	29.4%	11.8%
1999 (USMC) ^a (n = 74)		56.8%	21.6%	12.2%	9.5%

3. I would prefer not to have homosexuals in my command.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 381)		17.6%	20.7%	35.7%	26.0%
2004 (Navy) (n = 334)		23.1%	31.4%	33.5%	11.7%
1999 (Navy) ^a (n = 215)		37.2%	29.3%	23.7%	9.8%
1996 (Navy) ^b (n = 306)		46.1%	31.6%	15.8%	6.4%
1994 (Navy) ^c (n = 605)		55.5%	26.7%	11.2%	6.6%
2010 (USMC) (n = 92)		26.1%	33.7%	31.5%	8.7%
2004 (USMC) (n = 102)		42.2%	27.5%	23.5%	6.9%
1999 (USMC) ^a (n = 74)		64.9%	23.0%	6.8%	5.4%

4. Homosexuals are probably born that way.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 380)	15.3%	37.9%	29.5%	17.4%
2004	(Navy) (n = 334)	9.9%	43.1%	28.4%	18.3%
1999	(Navy) ^a (n = 214)	8.9%	31.3%	29.4%	30.4%
1996	(Navy) ^b (n = 306)	10.3%	26.1%	36.4%	27.1%
1994	(Navy) ^c (n = 605)	8.8%	23.8%	38.5%	28.9%
2010	(USMC) (n = 92)	18.5%	41.3%	19.6%	20.7%
2004	(USMC) (n = 102)	15.7%	29.4%	25.5%	27.5%
1999	(USMC) ^a (n = 72)	4.2%	30.6%	31.9%	33.3%

5. Homosexual orientation is learned through society interaction and can be changed by will.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 377)	9.0%	26.8%	44.8%	19.4%
2004	(Navy) (n = 334)	9.3%	30.5%	47.6%	12.3%
1999	(Navy) ^a (n = 213)	17.8%	27.2%	40.4%	14.6%
1996	(Navy) ^b (n = 306)	12.9%	32.5%	42.4%	12.2%
1994	(Navy) ^c (n = 605)	19.7%	32.0%	36.8%	11.5%
2010	(USMC) (n = 92)	10.9%	28.3%	43.5%	17.4%
2004	(USMC) (n = 102)	17.6%	29.4%	36.3%	15.7%
1999	(USMC) ^a (n = 73)	19.2%	31.5%	41.1%	8.2%

6. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 383)	42.0%	46.0%	9.7%	2.3%
2004	(Navy) (n = 334)	36.2%	48.8%	12.0%	2.4%
1999	(Navy) ^a (n = 216)	46.3%	39.4%	10.7%	3.7%
1996	(Navy) ^b (n = 306)	40.7%	34.4%	17.5%	7.3%
1994	(Navy) ^c (n = 605)	33.9%	33.6%	22.0%	10.5%
2010	(USMC) (n = 92)	50.0%	37.0%	12.0%	1.1%
2004	(USMC) (n = 102)	30.4%	52.0%	14.7%	2.9%
1999	(USMC) ^a (n = 73)	26.0%	38.4%	24.7%	11.0%

7. The current policy is a positive step for the gay movement.

			Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy)	(n = 374)	8.3%	46.5%	32.1%	13.1%
2004	(Navy)	(n = 334)	3.9%	43.4%	44.6%	7.2%
1999	(Navy) ^a	(n = 212)	9.4%	50.5%	34.0%	6.1%
1996	(Navy) ^b	(n = 306)	14.5%	47.5%	29.3%	8.8%
1994	(Navy) ^c	(n = 605)	16.7%	50.0%	23.3%	10.0%
2010	(USMC)	(n = 92)	5.4%	45.7%	39.1%	9.8%
2004	(USMC)	(n = 102)	4.9%	45.1%	35.3%	10.8%
1999	(USMC) ^a	(n = 72)	19.4%	40.3%	31.9%	8.3%

8. I would have no difficulty working for a homosexual Commanding Officer.

			Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy)	(n = 383)	30.3%	37.3%	18.8%	13.6%
2004	(Navy)	(n = 334)	17.4%	43.1%	24.6%	14.7%
1999	(Navy) ^a	(n = 214)	13.1%	29.4%	29.0%	28.5%
1996	(Navy) ^b	(n = 306)	8.3%	28.9%	28.6%	34.2%
1994	(Navy) ^c	(n = 605)	10.0%	20.4%	24.8%	44.8%
2010	(USMC)	(n = 92)	14.1%	41.3%	21.7%	22.8%
2004	(USMC)	(n = 102)	13.7%	30.4%	28.4%	26.5%
1999	(USMC) ^a	(n = 72)	8.3%	18.1%	27.8%	45.8%

9. Lawful off-duty sexual activity would be of no concern to me.

			Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy)	(n = 385)	50.4%	38.7%	6.5%	4.4%
2004	(Navy)	(n = 334)	29.0%	53.3%	12.3%	4.5%
1999	(Navy) ^a	(n = 213)	36.2%	45.5%	10.8%	7.5%
1996	(Navy) ^b	(n = 306)	26.4%	45.2%	17.4%	11.0%
1994	(Navy) ^c	(n = 605)	29.3%	40.7%	16.0%	14.0%
2010	(USMC)	(n = 91)	29.7%	53.8%	9.9%	6.6%
2004	(USMC)	(n = 102)	25.5%	41.2%	16.7%	15.7%
1999	(USMC) ^a	(n = 73)	21.9%	41.1%	24.7%	12.3%

10. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 382)	15.2%	21.7%	38.7%	24.3%
2004	(Navy) (n = 334)	19.8%	31.7%	40.4%	7.5%
1999	(Navy) ^a (n = 214)	29.4%	29.4%	28.5%	12.6%
1996	(Navy) ^b (n = 306)	31.9%	34.6%	24.3%	9.3%
1994	(Navy) ^c (n = 605)	49.5%	29.3%	14.0%	7.0%
2010	(USMC) (n = 92)	26.1%	30.4%	34.8%	8.7%
2004	(USMC) (n = 102)	37.3%	33.3%	18.6%	10.8%
1999	(USMC) ^a (n = 74)	48.7%	36.5%	9.5%	5.4%

11. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 378)	2.9%	13.2%	44.4%	39.4%
2004	(Navy) (n = 334)	4.2%	16.5%	54.5%	23.7%
1999	(Navy) ^a (n = 20B)	7.2%	15.9%	49.5%	27.4%
1996	(Navy) ^b (n = 306)	6.8%	18.8%	48.6%	25.7%
1994	(Navy) ^c (n = 605)	9.3%	21.3%	45.0%	24.4%
2010	(USMC) (n = 92)	4.3%	9.8%	45.7%	40.2%
2004	(USMC) (n = 102)	2.0%	19.6%	47.1%	29.4%
1999	(USMC) ^a (n = 71)	9.9%	22.5%	45.1%	2.5%

12. Gays and lesbians should be tolerated in our society. (Added 2010)

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 383)	41.3%	47.3%	7.3%	4.2%
2004	(Navy) (n = 0)	NA	NA	NA	NA
1999	(Navy) ^a (n = 0)	NA	NA	NA	NA
1996	(Navy) ^b (n = 0)	NA	NA	NA	NA
1994	(Navy) ^c (n = 0)	NA	NA	NA	NA
2010	(USMC) (n = 92)	34.8%	50.0%	9.8%	5.4%
2004	(USMC) (n = 0)	NA	NA	NA	NA
1999	(USMC) ^a (n = 0)	NA	NA	NA	NA

13. If a service member tells a superior that he or she has a homosexual orientation, this is equivalent to sexual misconduct.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 383)		41.3%	47.3%	7.3%	4.2%
2004 (Navy) (n = 334)		4.5%	18.0%	60.2%	16.8%
1999 (Navy) ^a (n = 214)		7.5%	22.4%	47.2%	22.9%
1996 (Navy) ^b (n = 306)		10.0%	22.6%	45.5%	21.9%
1994 (Navy) ^c (n = 605)		9.4%	17.3%	52.7%	20.6%
2010 (USMC) (n = 92)		8.7%	19.6%	48.9%	22.8%
2004 (USMC) (n = 102)		5.9%	19.6%	51.0%	23.5%
1999 (USMC) ^a (n = 74)		14.9%	24.3%	44.6%	16.2%

14. I can easily determine whether or not someone is homosexual by appearance and mannerisms.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 380)		1.8%	16.3%	63.2%	18.7%
2004 (Navy) (n = 334)		0.9%	12.3%	62.3%	23.7%
1999 (Navy) ^a (n = 213)		1.4%	9.4%	63.9%	25.4%
1996 (Navy) ^b (n = 306)		1.7%	8.0%	59.9%	30.4%
1994 (Navy) ^c (n = 605)		1.4%	9.4%	58.5%	30.7%
2010 (USMC) (n = 92)		0.0%	14.1%	71.7%	14.1%
2004 (USMC) (n = 102)		0.0%	9.8%	58.8%	31.4%
1999 (USMC) ^a (n = 73)		2.7%	13.7%	57.5%	26.0%

15. It is just a matter of time until military policy is changed to full and open acceptance of homosexuals.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 381)		31.0%	50.7%	14.7%	4.2%
2004 (Navy) (n = 334)		10.2%	46.7%	33.8%	9.0%
1999 (Navy) ^a (n = 214)		12.2%	47.2%	34.6%	6.1%
1996 (Navy) ^b (n = 306)		12.2%	44.2%	30.7%	12.9%
1994 (Navy) ^c (n = 605)		11.9%	36.6%	34.4%	17.2%
2010 (USMC) (n = 91)		24.2%	54.9%	16.5%	4.4%
2004 (USMC) (n = 102)		8.8%	42.2%	33.3%	15.7%
1999 (USMC) ^a (n = 73)		13.7%	32.9%	38.4%	15.1%

16. Homosexuals can be trusted with secret military documents.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 384)	48.4%	46.4%	3.4%	1.8%
2004	(Navy) (n = 334)	29.3%	59.3%	8.1%	3.0%
1999	(Navy) ^a (n = 214)	27.6%	55.6%	9.8%	7.0%
1996	(Navy) ^b (n = 306)	22.1%	57.5%	11.7%	8.7%
1994	(Navy) ^c (n = 605)	19.6%	50.8%	20.2%	9.4%
2010	(USMC) (n = 91)	35.2%	54.9%	5.5%	4.4%
2004	(USMC) (n = 102)	28.4%	51.0%	10.8%	4.9%
1999	(USMC) ^a (n = 74)	21.6%	37.8%	28.4%	12.2%

17. Gays and lesbians should be tolerated in our military. (Added 2010)

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 384)	34.6%	39.6%	15.1%	10.7%
2004	(Navy) (n = 0)	NA	NA	NA	NA
1999	(Navy) ^a (n = 0)	NA	NA	NA	NA
1996	(Navy) ^b (n = 0)	NA	NA	NA	NA
1994	(Navy) ^c (n = 0)	NA	NA	NA	NA
2010	(USMC) (n = 91)	15.4%	41.8%	26.4%	16.5%
2004	(USMC) (n = 0)	NA	NA	NA	NA
1999	(USMC) ^a (n = 0)	NA	NA	NA	NA

18. The current policy protects the rights of all sailors regardless of sexual orientation.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 379)	16.4%	32.2%	35.4%	16.1%
2004	(Navy) (n = 334)	7.8%	46.1%	38.0%	7.8%
1999	(Navy) ^a (n = 213)	8.0%	47.4%	31.5%	13.2%
1996	(Navy) ^b (n = 306)	6.8%	43.6%	34.8%	14.9%
1994	(Navy) ^c (n = 605)	6.5%	29.0%	41.9%	22.6%
2010	(USMC) (n = 92)	20.7%	46.7%	25.0%	7.6%
2004	(USMC) (n = 102)	8.8%	51.0%	35.3%	4.9%
1999	(USMC) ^a (n = 74)	10.8%	54.1%	23.0%	12.2%

19. Gays and lesbians should be allowed to serve openly in our military. (Added 2010)

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 383)		28.2%	31.6%	20.9%	19.3%
2004 (Navy) (n = 0)		NA	NA	NA	NA
1999 (Navy) ^a (n = 0)		NA	NA	NA	NA
1996 (Navy) ^b (n = 0)		NA	NA	NA	NA
1994 (Navy) ^c (n = 0)		NA	NA	NA	NA
2010 (USMC) (n = 91)		13.2%	33.0%	24.2%	29.7%
2004 (USMC) (n = 0)		NA	NA	NA	NA
1999 (USMC) ^a (n = 0)		NA	NA	NA	NA

20. Under the current policy, heterosexuals aboard ships are at greater risk of having their privacy invaded by homosexuals.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 379)		9.0%	19.5%	49.1%	22.4%
2004 (Navy) (n = 334)		6.0%	25.4%	50.3%	18.0%
1999 (Navy) ^a (n = 213)		16.0%	28.2%	40.4%	15.5%
1996 (Navy) ^b (n = 306)		18.0%	32.7%	38.3%	11.0%
1994 (Navy) ^c (n = 605)		23.8%	38.0%	29.0%	9.2%
2010 (USMC) (n = 92)		12.0%	22.8%	50.0%	15.2%
2004 (USMC) (n = 102)		10.8%	22.5%	49.0%	15.7%
1999 (USMC) ^a (n = 74)		32.4%	31.1%	31.1%	5.4%

21. Homosexuals are more likely to suffer emotional problems in a military setting.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 379)		15.0%	35.6%	39.3%	10.0%
2004 (Navy) (n = 334)		12.6%	47.9%	32.3%	6.6%
1999 (Navy) ^a (n = 213)		15.0%	41.3%	33.8%	9.9%
1996 (Navy) ^b (n = 306)		20.2%	42.8%	32.0%	5.1%
1994 (Navy) ^c (n = 605)		24.4%	41.7%	27.8%	6.1%
2010 (USMC) (n = 91)		18.7%	47.3%	23.1%	11.0%
2004 (USMC) (n = 102)		13.7%	48.0%	28.4%	7.8%
1999 (USMC) ^a (n = 74)		21.6%	37.8%	32.4%	8.1%

22. The current policy is good for national defense.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 374)	13.1%	38.5%	36.9%	11.5%
2004	(Navy) (n = 334)	4.5%	41.6%	44.6%	8.1%
1999	(Navy) ^a (n = 213)	3.3%	32.4%	40.9%	23.5%
1996	(Navy) ^b (n = 306)	4.7%	24.9%	43.1%	27.3%
1994	(Navy) ^c (n = 605)	2.6%	15.4%	36.4%	45.6%
2010	(USMC) (n = 91)	17.6%	53.8%	22.0%	6.6%
2004	(USMC) (n = 102)	5.9%	38.2%	37.3%	16.7%
1999	(USMC) ^d (n = 74)	5.4%	21.6%	36.5%	36.5%

23. People are either heterosexually or homosexually oriented.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 379)	9.5%	38.0%	44.9%	7.7%
2004	(Navy) (n = 334)	6.3%	32.0%	54.5%	6.6%
1999	(Navy) ^a (n = 211)	8.5%	32.7%	45.0%	13.7%
1996	(Navy) ^b (n = 306)	8.4%	25.8%	52.5%	13.4%
1994	(Navy) ^c (n = 605)	9.8%	30.8%	47.7%	11.7%
2010	(USMC) (n = 91)	9.9%	48.4%	36.3%	5.5%
2004	(USMC) (n = 102)	7.8%	38.2%	48.0%	3.9%
1999	(USMC) ^a (n = 74)	6.8%	44.6%	39.2%	9.5%

24. Marching in "Gay Parades" demonstrates homosexual orientation.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 383)	7.0%	16.7%	57.2%	19.1%
2004	(Navy) (n = 334)	5.7%	17.1%	61.7%	15.0%
1999	(Navy) ^a (n = 215)	6.5%	19.5%	59.1%	14.9%
1996	(Navy) ^b (n = 306)	12.9%	25.5%	51.3%	10.3%
1994	(Navy) ^c (n = 605)	15.8%	23.7%	48.0%	12.5%
2010	(USMC) (n = 91)	8.8%	18.7%	53.8%	18.7%
2004	(USMC) (n = 102)	7.8%	27.5%	48.0%	15.7%
1999	(USMC) ^a (n = 74)	14.9%	29.7%	43.2%	12.2%

25. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 384)	3.4%	14.1%	47.1%	35.4%
2004 (Navy) (n = 334)	4.2%	16.8%	56.6%	22.5%
1999 (Navy) ^a (n = 214)	7.9%	28.5%	45.8%	17.8%
1996 (Navy) ^b (n = 306)	10.3%	33.9%	44.9%	11.0%
1994 (Navy) ^c (n = 605)	17.8%	40.0%	34.7%	7.5%
2010 (USMC) (n = 92)	7.6%	13.0%	54.3%	25.0%
2004 (USMC) (n = 102)	4.9%	23.5%	54.9%	16.7%
1999 (USMC) ^a (n = 74)	12.2%	33.8%	46.0%	8.1%

26. A division officer's sexual preference has no effect on the officer's ability to lead.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 384)	37.2%	37.5%	18.8%	6.5%
2004 (Navy) (n = 334)	21.0%	42.5%	26.6%	9.9%
1999 (Navy) ^a (n = 215)	19.5%	36.3%	27.4%	16.7%
1996 (Navy) ^b (n = 306)	12.9%	40.3%	32.0%	14.9%
1994 (Navy) ^c (n = 608)	11.9%	26.4%	32.5%	29.2%
2010 (USMC) (n = 91)	22.0%	46.2%	27.5%	4.4%
2004 (USMC) (n = 102)	17.6%	32.4%	30.4%	19.6%
1999 (USMC) ^a (n = 74)	6.8%	25.7%	33.8%	33.8%

27. Homosexuals should not be restricted from serving anywhere in the Navy.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 381)	28.6%	32.3%	22.3%	16.8%
2004 (Navy) (n = 334)	15.6%	34.1%	30.5%	18.6%
1999 (Navy) ^a (n = 212)	14.2%	25.0%	30.2%	30.7%
1996 (Navy) ^b (n = 306)	10.6%	25.2%	31.1%	33.1%
1994 (Navy) ^c (n = 605)	9.9%	14.7%	24.9%	50.5%
2010 (USMC) (n = 92)	10.9%	32.6%	33.7%	22.8%
2004 (USMC) (n = 102)	3.9%	7.8%	50.0%	38.2%
1999 (USMC) ^a (n = 73)	5.5%	12.3%	32.9%	49.3%

28. Religious teachings provide the only real obstacles to total acceptance of gays in the Navy.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 381)	2.9%	10.2%	52.2%	34.6%
2004	(Navy) (n = 334)	4.5%	11.7%	52.7%	30.5%
1999	(Navy) ^a (n = 213)	4.2%	6.1%	47.0%	42.7%
1996	(Navy) ^b (n = 306)	2.7%	5.0%	44.5%	47.8%
1994	(Navy) ^c (n = 605)	4.5%	5.4%	34.3%	55.8%
2010	(USMC) (n = 92)	0.0%	6.5%	58.7%	34.8%
2004	(USMC) (n = 102)	3.9%	7.8%	50.0%	38.2%
1999	(USMC) ^a (n = 73)	5.5%	4.1%	30.1%	60.3%

29. Civilian homosexuals are of no consequence to me.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 378)	31.0%	44.4%	18.3%	6.3%
2004	(Navy) (n = 334)	17.7%	48.8%	26.0%	6.6%
1999	(Navy) ^a (n = 214)	17.3%	40.2%	33.2%	9.4%
1996	(Navy) ^b (n = 306)	14.0%	37.2%	35.2%	13.6%
1994	(Navy) ^c (n = 605)	16.0%	39.4%	31.2%	13.4%
2010	(USMC) (n = 92)	25.0%	47.8%	20.7%	6.5%
2004	(USMC) (n = 102)	30.4%	35.3%	26.5%	7.8%
1999	(USMC) ^a (n = 74)	18.9%	44.6%	29.7%	6.8%

30. I would not want a gay person as a neighbor.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 382)	3.7%	10.5%	50.5%	35.3%
2004	(Navy) (n = 334)	4.2%	15.0%	51.8%	29.0%
1999	(Navy) ^a (n = 213)	6.6%	25.4%	43.7%	24.4%
1996	(Navy) ^b (n = 306)	11.4%	27.3%	47.8%	13.5%
1994	(Navy) ^c (n = 605)	16.2%	28.9%	41.1%	13.8%
2010	(USMC) (n = 92)	8.7%	12.0%	46.7%	32.6%
2004	(USMC) (n = 102)	8.8%	23.5%	43.1%	24.5%
1999	(USMC) ^a (n = 74)	17.6%	28.4%	39.2%	14.9%

31. Gays men would not be reliable in a combat situation. (Added 2010)

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 381)	2.1%	9.7%	49.3%	38.8%
2004	(Navy) (n = 0)	NA	NA	NA	NA
1999	(Navy) ^a (n = 0)	NA	NA	NA	NA
1996	(Navy) ^b (n = 0)	NA	NA	NA	NA
1994	(Navy) ^c (n = 0)	NA	NA	NA	NA
2010	(USMC) (n = 90)	6.7%	7.8%	57.8%	27.8%
2004	(USMC) (n = 0)	NA	NA	NA	NA
1999	(USMC) ^a (n = 0)	NA	NA	NA	NA

32. Service members who socialize in "gay bars" are engaging in sexual misconduct.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 379)	3.7%	12.1%	56.5%	27.7%
2004	(Navy) (n = 334)	3.0%	14.4%	62.6%	19.8%
1999	(Navy) ^a (n = 213)	6.6%	16.9%	51.6%	24.9%
1996	(Navy) ^b (n = 306)	9.0%	13.6%	63.1%	14.3%
1994	(Navy) ^c (n = 605)	9.1%	22.6%	53.8%	14.5%
2010	(USMC) (n = 91)	5.5%	14.3%	62.6%	17.6%
2004	(USMC) (n = 102)	5.9%	18.6%	59.8%	14.7%
1999	(USMC) ^a (n = 72)	9.7%	30.6%	44.4%	15.3%

**33. "Being gay or lesbian is likely a genetic or biological trait."
(Added 2010)**

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 378)	12.4%	34.9%	38.1%	14.6%
2004	(Navy) (n = 0)	NA	NA	NA	NA
1999	(Navy) ^a (n = 0)	NA	NA	NA	NA
1996	(Navy) ^b (n = 0)	NA	NA	NA	NA
1994	(Navy) ^c (n = 0)	NA	NA	NA	NA
2010	(USMC) (n = 92)	10.9%	42.4%	27.2%	19.6%
2004	(USMC) (n = 0)	NA	NA	NA	NA
1999	(USMC) ^a (n = 0)	NA	NA	NA	NA

34. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 381)	35.7%	44.4%	14.4%	5.5%
2004	(Navy) (n = 334)	21.0%	56.9%	15.6%	5.4%
1999	(Navy) ^a (n = 214)	20.6%	46.7%	20.6%	12.2%
1996	(Navy) ^b (n = 306)	16.6%	45.0%	27.8%	10.6%
1994	(Navy) ^c (n = 605)	14.3%	35.4%	30.2%	20.1%
2010	(USMC) (n = 92)	18.5%	53.3%	16.3%	12.0%
2004	(USMC) (n = 102)	19.6%	51.0%	21.6%	7.8%
1999	(USMC) ^a (n = 74)	10.8%	33.8%	32.4%	23.0%

35. Homosexuals and heterosexuals should have equal rights.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 381)	40.7%	43.0%	12.9%	3.4%
2004	(Navy) (n = 334)	26.3%	47.0%	21.0%	4.8%
1999	(Navy) ^a (n = 213)	29.6%	40.9%	19.3%	10.3%
1996	(Navy) ^b (n = 306)	23.3%	43.9%	15.9%	16.9%
1994	(Navy) ^c (n = 605)	20.3%	40.2%	21.5%	18.0%
2010	(USMC) (n = 92)	23.9%	56.5%	9.8%	9.8%
2004	(USMC) (n = 102)	29.4%	43.1%	15.7%	11.8%
1999	(USMC) ^a (n = 73)	12.3%	41.1%	27.4%	19.2%

36. I would feel uncomfortable having to share my room with a homosexual service member. (Added 2010)

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 384)	27.1%	25.0%	32.6%	15.4%
2004	(Navy) (n = 0)	NA	NA	NA	NA
1999	(Navy) ^a (n = 0)	NA	NA	NA	NA
1996	(Navy) ^b (n = 0)	NA	NA	NA	NA
1994	(Navy) ^c (n = 0)	NA	NA	NA	NA
2010	(USMC) (n = 92)	40.2%	30.4%	20.7%	8.7%
2004	(USMC) (n = 0)	NA	NA	NA	NA
1999	(USMC) ^a (n = 0)	NA	NA	NA	NA

37. Homosexuals could pose a health risk to the Navy.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 381)	10.4%	17.0%	45.2%	27.4%
2004	(Navy) (n = 334)	10.2%	29.0%	45.5%	14.4%
1999	(Navy) ^a (n = 213)	18.3%	31.0%	35.7%	15.0%
1996	(Navy) ^b (n = 306)	25.8%	39.6%	27.2%	7.4%
1994	(Navy) ^c (n = 605)	37.0%	37.0%	20.1%	5.9%
2010	(USMC) (n = 92)	16.3%	19.6%	48.9%	15.2%
2004	(USMC) (n = 102)	16.7%	34.3%	30.4%	18.6%
1999	(USMC) ^a (n = 74)	36.5%	33.8%	21.6%	8.1%

38. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 381)	20.2%	55.6%	21.8%	2.4%
2004	(Navy) (n = 334)	18.0%	52.1%	24.6%	4.2%
1999	(Navy) ^a (n = 214)	14.5%	56.1%	22.4%	7.0%
1996	(Navy) ^b (n = 306)	15.7%	48.5%	31.4%	4.4%
1994	(Navy) ^c (n = 605)	15.9%	40.2%	34.6%	9.3%
2010	(USMC) (n = 92)	12.0%	56.5%	23.9%	7.6%
2004	(USMC) (n = 102)	23.5%	36.3%	33.3%	6.9%
1999	(USMC) ^a (n = 74)	16.2%	35.1%	40.5%	8.1%

39. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces. (Added 2010)

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 381)	13.4%	33.1%	32.8%	20.7%
2004	(Navy) (n = 0)	NA	NA	NA	NA
1999	(Navy) ^a (n = 0)	NA	NA	NA	NA
1996	(Navy) ^b (n = 0)	NA	NA	NA	NA
1994	(Navy) ^c (n = 0)	NA	NA	NA	NA
2010	(USMC) (n = 91)	5.5%	29.7%	35.2%	29.7%
2004	(USMC) (n = 0)	NA	NA	NA	NA
1999	(USMC) ^a (n = 0)	NA	NA	NA	NA

40. The current policy will have more impact on women than on men.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 369)	1.1%	5.7%	76.4%	16.8%
2004	(Navy) (n = 334)	0.3%	5.4%	77.8%	15.0%
1999	(Navy) ^a (n = 212)	0.9%	5.2%	72.2%	21.7%
1996	(Navy) ^b (n = 306)	1.4%	6.8%	71.1%	20.7%
1994	(Navy) ^c (n = 605)	3.5%	6.1%	67.8%	22.6%
2010	(USMC) (n = 91)	3.3%	8.8%	73.6%	14.3%
2004	(USMC) (n = 102)	0.0%	4.9%	75.5%	17.6%
1999	(USMC) ^a (n = 74)	1.4%	12.2%	75.7%	10.8%

41. On the whole, I like the current policy better than the old policy.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 363)	5.2%	58.4%	30.3%	6.3%
2004	(Navy) (n = 334)	3.3%	53.3%	32.9%	8.4%
1999	(Navy) ^a (n = 213)	3.8%	40.4%	33.8%	22.1%
1996	(Navy) ^b (n = 306)	2.8%	27.0%	36.7%	33.6%
1994	(Navy) ^c (n = 605)	4.7%	18.6%	30.8%	45.9%
2010	(USMC) (n = 90)	4.4%	48.9%	35.6%	11.1%
2004	(USMC) (n = 102)	2.0%	34.3%	39.2%	20.6%
1999	(USMC) ^a (n = 74)	2.7%	17.6%	37.8%	41.9%

42. My attitude toward homosexuals has become more tolerant since the current policy was adopted.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 365)	1.4%	25.8%	62.2%	10.7%
2004	(Navy) (n = 334)	0.6%	29.9%	57.8%	9.3%
1999	(Navy) ^a (n = 213)	0.5%	19.7%	57.8%	22.1%
1996	(Navy) ^b (n = 306)	1.4%	14.2%	56.8%	27.7%
1994	(Navy) ^c (n = 605)	n/a	n/a	n/a	n/a
2010	(USMC) (n = 89)	2.2%	20.2%	60.7%	16.9%
2004	(USMC) (n = 102)	3.9%	20.6%	51.0%	24.5%
1999	(USMC) ^a (n = 74)	1.4%	16.2%	48.7%	33.8%

43. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 374)	2.1%	9.6%	58.0%	30.2%
2004	(Navy) (n = 334)	0.3%	9.6%	60.8%	27.8%
1999	(Navy) ^a (n = 215)	1.9%	8.8%	61.9%	27.4%
1996	(Navy) ^b (n = 306)	5.2%	8.3%	64.7%	21.8%
1994	(Navy) ^c (n = 605)	n/a	n/a	n/a	n/a
2010	(USMC) (n = 92)	7.6%	12.0%	58.7%	21.7%
2004	(USMC) (n = 102)	2.0%	4.9%	52.9%	40.2%
1999	(USMC) ^a (n = 74)	2.7%	13.5%	63.5%	20.3%

44. A homosexual's safety or life could be in danger due to beliefs held by other service members.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 378)	16.4%	54.0%	25.7%	4.0%
2004	(Navy) (n = 334)	14.4%	65.9%	17.4%	2.4%
1999	(Navy) ^a (n = 214)	28.0%	58.4%	12.2%	1.4%
1996	(Navy) ^b (n = 306)	26.8%	58.7%	12.4%	2.0%
1994	(Navy) ^c (n = 605)	n/a	n/a	n/a	n/a
2010	(USMC) (n = 92)	21.7%	58.7%	15.2%	4.3%
2004	(USMC) (n = 102)	21.6%	65.7%	9.8%	2.0%
1999	(USMC) ^a (n = 74)	23.0%	55.4%	20.3%	1.4%

45. The Navy/Marine Corps' attitude toward homosexuals has become more tolerant since the "Don't Ask, Don't Tell" policy was implemented.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010	(Navy) (n = 373)	5.1%	60.1%	30.8%	4.0%
2004	(Navy) (n = 334)	3.3%	51.5%	41.3%	3.3%
1999	(Navy) ^a (n = 212)	9.9%	49.1%	36.8%	4.3%
1996	(Navy) ^b (n = 306)	10.4%	45.1%	36.7%	7.7%
1994	(Navy) ^c (n = 605)	n/a	n/a	n/a	n/a
2010	(USMC) (n = 90)	5.6%	44.4%	40.4%	10.0%
2004	(USMC) (n = 102)	1.0%	49.0%	42.2%	6.9%
1999	(USMC) ^a (n = 74)	9.5%	40.5%	41.9%	8.1%

46. If homosexuals were allowed to serve openly in the Navy/ Marine Corps, I would resign my commission.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy)	(n = 381)	2.6%	5.0%	31.2%	61.2%
2004 (Navy)	(n = 334)	3.0%	5.4%	51.5%	38.6%
1999 (Navy) ^a	(n = 212)	13.7%	13.2%	45.3%	27.8%
1996 (Navy) ^b	(n = 306)	9.4%	10.4%	54.7%	25.5%
1994 (Navy) ^c	(n = 608)	n/a	n/a	n/a	n/a
2010 (USMC)	(n = 92)	6.5%	6.5%	34.8%	52.2%
2004 (USMC)	(n = 102)	5.9%	9.8%	47.1%	36.3%
1999 (USMC) ^a	(n = 74)	23.0%	29.7%	36.5%	10.8%

47. The presence of a homosexual in my unit would interfere with mission accomplishment.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy)	(n = 380)	7.4%	18.4%	39.7%	34.5%
2004 (Navy)	(n = 334)	7.2%	28.7%	47.0%	15.6%
1999 (Navy) ^a	(n = 213)	18.3%	25.4%	40.4%	16.0%
1996 (Navy) ^b	(n = 306)	17.7%	33.0%	35.4%	13.9%
1994 (Navy) ^c	(n = 605)	n/a	n/a	n/a	n/a
2010 (USMC)	(n = 92)	13.0%	28.3%	44.6%	14.1%
2004 (USMC)	(n = 102)	21.6%	37.3%	31.4%	9.8%
1999 (USMC) ^a	(n = 74)	37.8%	40.5%	14.9%	6.8%

48. Homosexuals should have the same rights to marry as heterosexuals*.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy)	(n = 377)	22.0%	27.6%	23.1%	27.3%
2004 (Navy)	(n = 334)	12.3%	22.8%	22.8%	41.9%
2010 (USMC)	(n = 91)	16.5%	27.5%	24.2%	31.9%
2004 (USMC)	(n = 102)	13.7%	19.6%	16.7%	50.0%

49. If homosexuals were allowed to serve openly, their dependents should be entitled the same benefits provided to dependents of heterosexuals*.

		Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy)	(n = 374)	33.2%	43.3%	9.6%	13.9%
2004 (Navy)	(n = 334)	24.0%	45.2%	11.4%	18.6%
2010 (USMC)	(n = 91)	24.2%	46.2%	8.8%	20.9%
2004 (USMC)	(n = 102)	26.5%	37.3%	13.7%	21.6%

50. The number of service members discharged for homosexuality from my last command was.

	None	1	2	3	More than 3
2010 (Navy) (n = 376)	84.6%	9.6%	4.0%	0.5%	1.3%
2004 (Navy) (n = 334)	76.9%	12.3%	5.1%	0.9%	2.4%
2010 (USMC) (n = 90)	86.7%	8.9%	4.4%	0.0%	0.0%
2004 (USMC) (n = 102)	72.5%	9.8%	6.9%	2.9%	4.9%

51. I have a friend or relative who is homosexual.

	Yes	No	Unsure
2010 (Navy) (n = 384)	63.8%	20.8%	15.4%
2004 (Navy) (n = 334)	56.6%	29.6%	13.8%
1999 (Navy) ^a (n = 214)	46.3%	36.5%	17.3%
1996 (Navy) ^b (n = 306)	46.1%	53.8%	n/a
1994 (Navy) ^c (n = 605)	28.5%	51.8%	18.9%
2010 (USMC) (n = 91)	59.3%	23.1%	17.6%
2004 (USMC) (n = 102)	51.0%	36.3%	12.7%
1999 (USMC) ^a (n = 74)	41.9%	40.5%	17.6%

52. I personally know a homosexual service member.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2010 (Navy) (n = 377)	22.3%	27.9%	37.1%	12.7%
2004 (Navy) (n = 334)	16.2%	19.2%	44.3%	19.5%
1999 (Navy) ^a (n = 212)	21.2%	53.3%	25.5%	n/a
2010 (USMC) (n = 90)	6.7%	21.1%	40.0%	32.2%
2004 (USMC) (n = 102)	6.9%	12.7%	51.0%	29.4%
1999 (USMC) ^a (n = 74)	4.1%	83.8%	12.2%	n/a

Demographic Survey Response Frequencies:

53. How many years have you been the Military?

	Navy	Marine Corps
2-5	13.0%	3.3%
6-9	26.5%	26.1%
10-12	23.1%	15.2 %
13-15	18.7%	23.9%
16-20	13.5%	28.3%
More than 20	5.2%	3.3%

54. I am (Gender):

	<u>Navy</u>	<u>Marine Corps</u>
Male	87.5%	95.7%
Female	12.5%	4.3%

55. My race/ethnicity is:

	<u>Navy</u>	<u>Marine Corps</u>
Hispanic	4.9%	14.1%
African American	4.4%	4.3%
Caucasian	81.0%	73.9%
Asian/Pacific Islander	4.9%	4.3%
Native American	0%	0%
Other	4.7%	3.3%

56. I am serving in:

Navy	Marine Corps
80.8%	19.2%

57. Navy Community Designators:

Surface	30.2%
Aviation	19.2%
Submarines	9.7%
Restricted Line	22.3%
Supply	9.2%
Human Resources	2.4%
Other/unknown	7.1%
N/A	0%

58. Marine Corps Designator:

Ground Combat	16.5%
Aviation	30.8%
Combat Support	38.5%
Support	13.2%
Unknown	1.1%
N/A	0%

59. My Pay Grade is:

	<u>Navy</u>	<u>Marine Corps</u>
O-1	1.3%	0%
O-2	4.4%	0%
O-3	68.6%	63.3%
O-4	19.5%	34.8%
O-5	6.2%	2.2%
O-6	0%	0%

60. Are you interested in participating in a *private, confidential interview* related to the DADT policy and unit cohesion? These individual interviews are for a separate MBA research project that replicates a study conducted at NPS in the 1990s. It should be emphasized that the privacy and confidentiality of all participants would be strictly protected under NPS-IRB guidelines.

		<u>Yes</u>	<u>No</u>
2010	(Navy) (n = 378)	12.4%	87.6%
2010	(USMC) (n = 92)	2.2%	97.8%

61. Please feel free to share any comments below. 113 comments (Navy)

19 comments (USMC)

^a Source: John W. Bicknell, "Study of Naval Officers' Attitudes Toward Homosexuals in the Military" (Master's Thesis, Naval Postgraduate School, Monterey, CA, 2000), 71-77.

^b Source: Margaret R. Friery, "Trends in Navy Officer Attitudes Toward the 'Don't Ask, Don't Tell' Policy," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1997), 71-77.

^c Source: Fred Cleveland and Mark Ohl, "'Don't Ask, Don't Tell' - Policy Analysis and Interpretation," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1994), 86-89.

^d Source: Alfonso Garcia, Naval Officer Attitudes Towards the "Don't Ask, Don't Tell" Policy (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1994), 71-84.

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APPENDIX B. 2010 SURVEY

1. Naval Postgraduate School Consent to Participate in Anonymous Survey

You are invited to participate in a research study entitled "Navy and Marine Corps Officers' Attitudes Toward the 'Don't Ask, Don't Tell' (DADT) Policy." The primary purpose of this survey is to evaluate trends in officers' perceptions toward homosexuals serving openly in the military. NPS Navy and Marine Corps officers who complete this online survey are assisting an ongoing study that began nearly 17 years ago. This survey was previously administered at NPS in 1994, 1996, 1999, and 2004, and provides a long-term assessment, dating to the establishment of DADT, on the attitudinal trends of military officers. The results benefit the researcher in evaluating DADT's effectiveness and the possible implications of change. The survey results also allow the researcher to compare military views on homosexuality with those of the broader society.

This survey will take between 15 and 20 minutes to complete. Your participation is voluntary. If you participate, you are free to skip any questions or stop participating at any time without penalty. There is a minor risk that data collected could be mismanaged. In spite of this minor risk, your data will still remain anonymous and all precautions will be taken to ensure your results of the survey will be used responsibly and protected against release to unauthorized persons.

If you have questions regarding the research, contact Dr. Mark Eitelberg, meitelberg@nps.edu, 831-856-3160 or Capt Leo Ferguson III at lferguso@nps.edu. If you have any questions regarding your rights as a research subject, please contact the Naval Postgraduate School IRB Chair, CAPT John Schmidt, USN, jkschmid@nps.edu, 831-856-3864.

NOTICE: Since this is part of a continuing study, the DADT survey MUST follow the same format used in previous versions. Consequently, "Undecided" is not an option when agreeing or disagreeing with a survey item. PLEASE select the response CLOSEST to your views to ensure that the survey is filled out completely. Thanks again for your time and help!

*** 1. I have read the consent to participate form and understand the content of this survey.**

- ☐ Yes
☐ No

2. Please begin the survey and thank you for participating!

2. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

3. I would prefer not to have a homosexual in my command.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

4. Homosexuals are probably born that way.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

5. Homosexual orientation is learned through society interaction and can be changed by will.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

6. The difference between sexual conduct and sexual orientation is clearly defined and I can distinguish the two.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

7. The current policy is a positive step for the gay movement.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

8. I would have no difficulty working for a homosexual Commanding Officer.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

9. Lawful off-duty sexual activity would be of no concern to me.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

10. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

11. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

12. Gays and lesbians should be tolerated in our society.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

13. If a service member tells a superior that he or she has a homosexual orientation, this is equivalent to sexual misconduct.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

14. I can easily determine whether or not someone is homosexual by appearance and mannerisms.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

15. It is just a matter of time until military policy is changed to full and open acceptance of homosexuals.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

16. Homosexuals can be trusted with secret military documents.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

17. Gays and lesbians should be tolerated in our military.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

18. The current policy protects the rights of all sailors, regardless of sexual orientation.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

19. Gays and lesbians should be allowed to serve openly in the U.S. military.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

20. Under the current policy, heterosexuals aboard ships are at greater risk of having their privacy invaded by homosexuals.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

21. Homosexuals are more likely to suffer emotional problems in a military setting.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

22. The current policy is good for national defense.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

23. People are either heterosexually or homosexually oriented.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

24. Marching in "Gay Parades" demonstrates homosexual orientation.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

25. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

26. A division officer's sexual preference has no effect on the officer's ability to lead.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

27. Homosexuals should not be restricted from serving anywhere in the Navy.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

28. Religious teachings provide the only real obstacle to total acceptance of gays in the Navy.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

29. Civilian homosexuals are of no consequence to me.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

30. I would not want a gay person as a neighbor.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

31. Gay men would not be reliable in a combat situation.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

32. Service members who socialize in "gay bars" are engaging in sexual misconduct.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

33. "Being gay or lesbian is likely a genetic or biological trait."

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

34. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

35. Homosexuals and heterosexuals should have equal rights.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

36. I would feel uncomfortable having to share my room with a homosexual service member.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

37. Homosexuals could pose a health risk to the Navy.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

38. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

39. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

40. The current policy will have more impact on women than on men.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

41. On the whole, I like the current policy better than the old policy.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

42. My attitude toward homosexuals has become more tolerant since the current policy was adopted.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

43. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

44. A homosexual's safety or life could be in danger due to beliefs held by other service members.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

45. The Navy/Marine Corps' attitude toward homosexuals has become more tolerant since the "Don't Ask, Don't Tell" policy was implemented.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

46. If homosexuals were allowed to serve openly in the Navy/ Marine Corps, I would resign my commission.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

47. The presence of a homosexual in my unit would interfere with mission accomplishment.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

48. Homosexuals should have the same rights to marry as do heterosexuals.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

49. If homosexuals were allowed to serve openly, their dependents should be entitled to the same benefits provided to the dependents of heterosexuals.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

50. The number of service members discharged for homosexuality from my last command was.

- ☐ None
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ More than 3

51. I have a friend or relative who is homosexual.

- ☐ Yes
- ☐ No
- ☐ Unsure

52. I personally know a homosexual service member.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

3. Demographic Questions and Comments

53. How many years have you been in the military?

- ☐ 2-5
- ☐ 6-9
- ☐ 10-12
- ☐ 13-15
- ☐ 16-20
- ☐ More than 20

54. I am (Gender)

- ☐ Male
- ☐ Female

55. My race/ethnicity is:

- ☐ Hispanic
- ☐ African American
- ☐ Caucasian
- ☐ Asian/Pacific Islander
- ☐ Native American
- ☐ Other

56. I am currently serving in (branch)

- ☐ Navy
- ☐ Marine Corps

57. Navy Community Designator: (Choose NA if not a Navy Officer)

- ☐ Surface
- ☐ Aviation
- ☐ Submarines
- ☐ Restricted Line
- ☐ Supply
- ☐ Human Resources
- ☐ Other/Unknown
- ☐ N/A

58. Marine Corps Designator: (Choose NA if not a Marine Officer)

- ☐ Ground Combat
- ☐ Aviation
- ☐ Combat Support
- ☐ Support
- ☐ Unknown
- ☐ N/A

59. My pay grade is

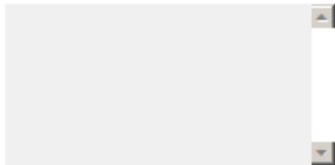
- ☐ O-1
- ☐ O-2
- ☐ O-3
- ☐ O-4
- ☐ O-5
- ☐ O-6

60. Are you interested in participating in a private, confidential interview related to the DADT policy and unit cohesion? These individual interviews are for a separate MBA research project that replicates a study conducted at NPS in the 1990s. It should be emphasized that the privacy and confidentiality of all participants would be strictly protected under NPS-IRB guidelines.

***If you would like to be interviewed, please contact LT Gale Vergara ASAP at rgvergar@nps.edu.**

- ☐ Yes, I will contact LT Vergara
- ☐ No thank you

61. Please feel free to share any comments below.



APPENDIX C. INITIAL DISTRIBUTION E-MAIL

Subj: **The Attitudes of U.S. Navy and Marine Corps Officers Toward Gays in the Military**

Fellow Officers:

I'm administering a survey that examines the attitudes of U.S. Navy and Marine Corps officers toward gays in the military as part of my thesis in the Graduate School of Business and Public Policy. This survey will assist the DoD Comprehensive Review Working Group (CRWG), which is currently evaluating the implications of repealing "Don't Ask, Don't Tell" (DADT).

The present survey is part of a 17-year effort here at NPS to study the attitudes of officers toward DADT. The results should offer a unique, long-term perspective; until very recently, *no other DADT-related survey of active duty officers was conducted within DOD.*

PLEASE!!! HELP ME BY TAKING A FEW MINUTES OUT OF YOUR DAY TO COMPLETE THE SURVEY.

Participation

Your participation will assist me in identifying trends in officers' attitudes. This is the fifth and final administration of a survey that was first administered at NPS in 1994, a few months after DADT was introduced. The very same survey was administered again in 1996, 1999, and 2004. The results from the 2010 version of the survey will be compared with the results from previous years and provided to the CRWG as it prepares its final report to the Secretary of Defense.

How to Participate

Your response to the survey questions is entirely **anonymous**. Survey Monkey does not "actively inspect or monitor customer's individual survey questions or responses nor do they sell the data collected or the email collector lists for marketing purposes." The survey takes between 15 and 20 minutes to complete and is available online through the "Survey Monkey" link below.

CLICK THE LINK BELOW to begin taking the survey.

<http://www.surveymk.com/s/NPS-NavyandMarine-DADTsury>

NOTICE: Since this is part of a continuing study, the DADT survey **MUST** follow the same format used in previous versions. Consequently, "Undecided" is not an option when agreeing or disagreeing with a survey item. PLEASE select the response **CLOSEST** to your views to ensure that the survey is filled out completely. Thanks again for your time and help!

***If you have any problems with the link or questions, please contact me at LFERGUSO@NPS.EDU.**

V/R

Leo Ferguson III

*Captain, United States Marine Corps
Student - Manpower Systems Analysis
Graduate School of Business and Public Policy
Naval Postgraduate School, Monterey, CA*

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APPENDIX D. REMINDER E-MAIL

Subj: **REMINDER: Attitudes of U.S. Navy and Marine Corps Officers Toward Gays in the Military**

Fellow Officers:

If you haven't done so already, please take a few minutes to complete the online survey, "Attitudes of NPS Navy and Marine Corps Officers Toward Gays in the Military" containing 61 short questions.

You should have received my original request along with additional information on 25 October 2010. The survey will end in a few days, on 2 November 2010 at midnight. As explained in my earlier email, this survey was previously administered at NPS in 1994, 1996, 1999, and 2004. Your participation in the survey would be **APPRECIATED** and **VALUABLE** to both my thesis research and to DoD's ongoing assessment of the implications of repealing "Don't Ask, Don't Tell."

If you have already taken the survey, **THANK YOU** for your time and help!

Here is the link again: <http://www.surveymk.com/s/NPS-NavvandMarine-DADTSurvey>

NOTICE: Since this is part of a continuing study, the DADT survey **MUST** follow the same format used in previous versions. Consequently, "Undecided" is not an option when agreeing or disagreeing with a survey item. PLEASE select the response **CLOSEST** to your views to ensure that the survey is filled out completely. Thanks again

***If you have any problems with the link or questions, please contact me at LFERGUSO@NPS.EDU.**

V/R

Leo Ferguson III
Captain, United States Marine Corps
Student - Manpower Systems Analysis
Graduate School of Business and Public Policy Naval Postgraduate School, Monterey, CA

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APPENDIX E. OPEN-ENDED RESPONSES

"Don't Ask, Don't Tell" Survey of Navy & Marine Corps Officers at the Naval Postgraduate School SurveyMonkey

Please feel free to share any comments below.

	Response Count
	132
answered question	132
skipped question	413

9. Please feel free to share any comments below.

	Response Text	
1	Many of the survey questions asked needed to have more than the options listed. I recommend you see Professor Fricker of the OR department in order to help design a more effective survey.	Oct 25, 2010 1:10 PM
2	The policy change may not make much difference for some. I've already known several very openly homosexual sailors while serving onboard ship and there were never any known issues for anyone.	Oct 25, 2010 1:18 PM
3	Homosexuality is nothing more than a sin against God. It is no different than telling a lie, stealing, committing adultery, rape or murder. It is an emotionally driven choice that individuals make, not a disease or a genetics disposition. We don't tolerate murder, adultery, stealing or lying in the Navy or Marine Corps, so we should not tolerate homosexuality. In fact, all of the other sins listed go against the very core values of the Navy/Marine Corps as I feel homosexuality does. A homosexual's dependents should be allowed care (adopted children) since his/her orientation would remain unknown due to the current policy, but I do not believe that a partner should be allowed to be a dependent, nor should gay marriage ever be allowed or acceptable.	Oct 25, 2010 1:23 PM

9. Please feel free to share any comments below.

Response Text		
4	Some of the questions have been made too generic and taken as a whole might suggests trends which are in fact not true. I do believe that one problem that is on the horizon is how to deal with individuals who will claim that they are being treated unfairly relative to fitness reports as a result of being openly homosexual. Another issue which is of particular significance to the Navy is habitability as it is in most cases not feasible to create a separate berthing. The space simply does not exist yet if we cannot tell a female that they must share berthings with males then how can we expect heterosexuals to remain in the same berthings as openly gay individuals. The reasons for the separation would be the same in both cases yet one I am sure would be skewed as segregation. Additionally, it may have been useful to have the questions and demographic info on the same page.	Oct 25, 2010 1:31 PM
5	It is a moral and business imperative that the military removes DADT in favor of full and open acceptance of homosexual/bisexual/transgender servicemembers. Morally, we are compelled as it boils down to integrity; we cannot ask servicemembers to hide/lie their orientation, no more than we can force the hiding of unpopular religious beliefs. It's plain bigotry, and as a branch, we are better. Business-wise, we lose money and man hours lost to training/experience lost when gay members are separated, as well as on the staff/bueacracy to investigate and prosecute; things that we need as we are already stretched. Lastly, hetero/homo/bi/trans are already cohabitating and working together on ships/barracks; the crews know who is gay and who is not by being in close proximity; allowing openness will not change the equation, for better or for worse.	Oct 25, 2010 1:31 PM
6	The influence of Christianity on our military and the US as a whole is utterly ridiculous. This is the 21 century and we're still paying homage to folk stories and two-thousand year old hearsay.	Oct 25, 2010 1:33 PM
7	I don't care if you are hetero or homo, just don't ask and don't tell and get to work. This isn't a coed sex shop to pick out your bride or groom! I don't associate with gays (if I know about it) because it goes against my values.	Oct 25, 2010 1:34 PM
8	This survey is somewhat flawed in that there is no choice for "no opinion/don't care" responses. My thoughts can be summed up as follows: I don't care about other people's personal lives as long as it doesn't jeopardize the safety, integrity and/or capability of their organization. Besides, I'd rather deal with a well-adjusted homosexual sailor in a healthy, long-term relationship than a heterosexual sailor in an abusive relationship. They're already everywhere and serving their country well - what is to be gained by giving good sailors, marines, soldiers, airmen, and guardsmen something else to stress out about?	Oct 25, 2010 1:36 PM
9	For the future, this survey needs to give definitions of the "Current Policies" and "Prior Policies" since a lot of the people taking this survey were not serving at the time DADT was implemented. And with the current legal issues, what constitutes the current policy is very much in question.	Oct 25, 2010 1:37 PM
10	Military will need to privatize all restroom/shower facilities like in boot camp	Oct 25, 2010 1:46 PM

9. Please feel free to share any comments below.

Response Text		
11	Some of the questions are vague. The term "current policy" does not specify if the policy is: DADT or the openly gay policy. Personally, I don't dislike homosexuals but I do think they have psychological issues brought on by society, hollywood and peer emulation. We should invest in helping them fix their medical issues rather than trying to impose their sexual preferences on everyone else. I think DADT is fair enough and politicians should stop pushing this issue without due consideration to other service members who are objectors to the openly gay policy. Just because some service members would not resign their commission if homosexuals serve openly doesn't mean they tolerate them- for some of us patriotism means a lot. Has anyone thought about the repercussions of openly gay service? fights, suicides, taunting, etc? Can you imagine a seasoned CPO or Gunny working for a Division Officer or CO who is a sissy? This could turn the military into a circus of high school kids. In a period when the country is at war, its amazing that openly gay issue has become more critical than providing resources for the troops. Thx.	Oct 25, 2010 1:51 PM
12	I felt that the choices on many of the questions were a bit rigged in such a way that I was forced to answer in a positive or negative manner when in truth neither answer fit my position on the manner. For example, the new policy has not changed my overall feeling towards Gays in the military but had to say either yes the new policy has changed or has not changed my feeling. I think an addition to the choices should include "Neither" or something similar would be appropriate to further capture an individuals true feeling.	Oct 25, 2010 1:59 PM
13	I have no strong opinions on homosexuals serving openly in the military. My only apprehension is rooming with an openly gay service member. One's sexual preference does not determine their work ethic much like race, sex, or religion has no impact on work ethic. As long as I am able treat each service member equally, and require the same level of work from each service member regardless of their sexual preference, race, etc., I could care less if they are straight or gay. I personally feel ones sexual preference has no place in the work environment, straight or gay. I do feel like any issues that will arise from openly gay service members will come from berthing arrangements with straight service members and that will take time for both straight and gay service members to make those adjustments.	Oct 25, 2010 2:01 PM
14	NONE.	Oct 25, 2010 2:01 PM

9. Please feel free to share any comments below.

Response Text		
15	My view of homosexuality is that, even if someone thinks he/she is "born that way," it's not an appropriate orientation. As a Christian I believe that homosexuality is a sin, but from a scientific/logical standpoint homosexuality doesn't contribute to the survival of the species, and so it doesn't seem it would be a "normal" state. I don't believe that homosexuals should be persecuted, but I also don't think they should be accorded the same rights as heterosexuals. Aside from the issue of having a gay roommate (I certainly wouldn't want a female roommate, and from that perspective -- if it's okay to mix hetero- and homosexuals in berthing, then why not males and females?), I don't really care if someone is gay or not. But formal recognition of someone's homosexuality in the military, and the implications on benefits (dependent entitlements etc.) raises serious questions about furthering federal recognition of same-sex marriage etc., which I am against. The problem is that, there is almost no way the law/policy can be changed to allow openly-gay servicemembers, without also according their "spouses" the same privileges. In theory, I have no problem serving alongside homosexual servicemembers, but the berthing problem is (after the dependent issue) a huge concern. Heterosexual women are attracted to men; homosexual men are attracted to men. We don't allow heterosexual men and women to share accommodations, so how can we allow hetero- and homosexual men (or women) to do so? This has serious second-order implications for "fairness" that need to be examined -- can we afford to convert ships to give either give everyone their own room or, taking the college approach, have some mixed-gender berthing, and then some male-only and female-only berthing?	Oct 25, 2010 2:17 PM
16	I don't feel that the Military Society is ready for the allowance of openly gay members. First off, the berthing requirements would not permit such an act. For instance, I can't share a room with a female because I am attracted to the women and vice versa for a female. Therefore, you can not put a gay member with a member of the sex in which they are attracted. This does not mean that they would be attracted to them, but is still not comfortable for either member. Therefore, openly gay members would have to berthed separately and would make them feel segregated. Also, this would also be the same as putting males and females in the same berthing. This would be completely against good order and discipline. I don't think there is a solution that would solve this issue onboard ships. Another reason is that the military is made up of all demographics and there are members who would not be able to work with or around gays. Then by putting them into confined spaces onboard a ship would lead to discipline issues and have a negative effect on the moral of the crew and possibly make a divided crew on the issue. I hope my rambling helps your survey.	Oct 25, 2010 2:19 PM
17	Thank you for your research efforts. Whereas I realize that change is difficult for some to deal with, the opportunity to serve our great nation should not depend on sexual preference. Our generation is ready to deal with change and our military is strong enough to tolerate it.	Oct 25, 2010 2:23 PM
18	I believe in equal human rights. I also believe in separation of church and state. I don't believe in gay marriage, but homosexuals should be legally allowed to marry. If a religious institution has a problem with homosexual marriage then it should be handled by the religious institution, not the government. I also believe that homosexual sexual activity is a sin, but there isn't a person on earth who isn't a sinner. We all need salvation through Christ's sacrifice on the cross.	Oct 25, 2010 2:28 PM

9. Please feel free to share any comments below.

Response Text		
19	Should an openly gay male have to live in female berthing? I think that question is really the biggest question the Navy needs to answer. Questions of security clearance, competence, etc. are pointless.	Oct 25, 2010 2:30 PM
20	Marriage, even between a man and woman, is not a right.	Oct 25, 2010 2:31 PM
21	With the impending changes & ongoing litigation it would be beneficial at this time to clarify what "the current policy" & "the old policy" are. I assumed DADT is the "current policy" when filling out my survey. This seems most logical, but clarification would be good.	Oct 25, 2010 2:37 PM
22	I think there is still confusion on what the current policy is. The majority of service members are not gay and likely do not associate with gays, therefore the only encounter with the policy will be if he or she is in a leadership position and required to review the policy and seek legal counsel for a sailor or Marine who came to admit he or she is openly gay. I believe gays will always be the minority in the military, therefore should conform to policy of the majority.	Oct 25, 2010 2:41 PM
23	3 big issues with a new policy that says service members can state their sexual preference. 1) Sexual preference is a private matter and has no business in a professional environment. 2) The Fed Gov cost of housing and medical would go through the roof. 3) I would be concerned with the safety and mistreatment of my personnel who decide to state they are homosexual.	Oct 25, 2010 3:06 PM
24	While I feel we do need to eventually get away from the Don't Ask Don't Tell Policy, I think it will take some time and should not just be implemented in a one shot rapid thing as I believe that would put some service members in danger as you are going to come across many that are not tolerant. Ultimately, I think homosexuals can serve openly in the military without a break down of good order and discipline so long as leaders continue to enforce current good order and discipline rules such as fraternization. Some units are more strict on this, not allowing dating for example with in companies or units especially in combat zones, and the reasons for this would not change regardless of sexual preference. Same thing for no sex in a combat zone. Additionally, it will be up to leaders at all levels of the chain to immediately squash any hate/discriminatory issues that come up in their command, enforcing a zero tolerance policy as had to be done when we have made other changes in the military, as well as zero tolerance for good order and discipline violations like fraternization, sex in the barracks, etc. What I think will need to be watched is the tendency to be over-zealous, especially in allowing commanding officers or those with NJP authority some latitude. What I mean by this, is say a two young Marines, one male and one female are caught having sexual relations in a combat zone. Because this is a violation, a CO can NJP them. The same would go for two young Marines of the same sex have sex in a combat zone, they would also be subject to NJP for orders violations in the same category as the first two. My concern is, that at least initially, they may get out of punishment because someone will make it about their sexual orientation and discrimination. This is a base and obvious example, but allowing something akin to this could degrade good order and discipline.	Oct 25, 2010 3:08 PM
25	What does sexual orientation have anything to do with the defense of our country and the constitution?	Oct 25, 2010 3:19 PM

9. Please feel free to share any comments below.

Response Text		
26	I don't think on this particular issue, the military is not the appropriate venue for social experiment. Though I believe in rights for all people I don't think that the military is ready for this change, with 2 wars currently under way, now is not the time either. For this particular issue, I think that it would be best for society to change, then for Military; since this minority group is heavily misunderstood and demonized by many religious and social organizations that have greater influence then similar organizations in the past. I also think that this is an EO nightmare waiting to happen, and the alot of really good Marines will be kicked out of the Marine Corps for suspected discrimination because the military doesn't know how to handle people of this minority group. Bottom line, not now.	Oct 25, 2010 3:29 PM
27	I don't share my sexual orientation at work for no reason other than it's not the place or the time. I think the DADT protects people's privacy and right to do whatever they want, behind closed doors (provided it's legal.) Getting rid of DADT will remove a layer of protection for homosexuals from insensitive or ignorant people. It'd be a rough transition, but if homosexuals want that layer of protection removed, so be it. All I have to say to them is hang on, it's going to be a bumpy ride. Keep your stuff squared away because there are people who will find anything you do wrong and hold it against you, all because of your sexual orientation.	Oct 25, 2010 3:32 PM
28	I would like to qualify some of the answers by saying that a flamboyantly gay person could affect mission accomplishment, but no more than someone who is heterosexual and likes to do anything that moves.	Oct 25, 2010 3:47 PM
29	I am indifferent when it comes to allowing gays and lesbians to serve openly in the military. I have my personal beliefs. However, all I care about is whether or not that gay or lesbian is competent (does his/her job well), a good leader, follows the rules and contribute to Navy's mission.	Oct 25, 2010 3:54 PM
30	Prior to joining the military I had worked with several individuals that were excellent co-workers. After finding out several years later that they were gay, it occurred to me that their orientation had no bearing on my opinions of them as a worker. I recognize that there may have been homosexuals that I have served with in the military who were concealing their sexual orientation. I would think that I would be professional enough to not let that aspect of themselves suddenly change how I treat them as fellow sailors/officers, with no other change in their performance/behavior.	Oct 25, 2010 4:02 PM
31	Go Leo!!	Oct 25, 2010 4:18 PM

9. Please feel free to share any comments below.

Response Text		
32	I have been stationed on three ships and directly worked with or supervised about a dozen homosexual individuals. I believe that homosexuals should enjoy all of the rights of a heterosexual individual in American society. However, I have experienced that most homosexual individuals are not able to perform as "military professionals". I have witnessed that homosexuals have difficulties performing within the current standards of good order and discipline. If we allow open homosexuality in the military, then the military will have to reorganize to be less like a military and more like another government agency with Equal Opportunity employment. The active duty military life is a tough and fast paced environment that demands good order and discipline to transform and defeat our enemies. Encouraging homosexuals to join the military will likely be the key stimulus that fully derails an already declining military environment of good order and discipline. The military should resolve the issues of female integration into deployed combat units before modifying DADT. DADT is a sound policy that should be continued. The policy allows homosexuals to serve in the military while not encouraging significant membership from the gay and lesbian community. Please keep DADT in place.	Oct 25, 2010 4:23 PM
33	Personal, I believe people should be able to do what ever they want to do as long as it is legal and doesn't affect me. The reality is, that the military arena is not the place to develop social change. We need to let society figure out what is acceptable, which can then be adopted by the military.	Oct 25, 2010 4:34 PM
34	Repealing DADT makes no sense unless the UCMJ article against sodomy is removed, we just set ourselves up for conflicting regulation/law. If we're going to fix this, let's fix it correctly.	Oct 25, 2010 4:54 PM
35	if no one makes it a big deal, than it isn't a big deal. i don't talk about sex at work and don't allow my sailors to...it is always distracting and contrary to good order and discipline. i believe that being a homosexual is not a choice but is also not genetic...it can be considering something like a genetic defect, much like down's syndrome (that example is not meant to compare gays to mentally handicapped people, just to illustrate the unusual pairing of genetic code). what could hinder gays (not heterosexuals who engage in same sex activity) is that with this genetic abnormality typically comes a decrease in testosterone. this will affect their ability to fight war. i don't know much about gay women but i wouldn't care if my roommate was gay. most people think that gays will try to hit on or seduce anything of the same sex but that is as unlikely as a woman sleeping with any man they find - often not the case.	Oct 25, 2010 5:16 PM
36	While the current issue of the DADT policy is being addressed, the underlying issue of the wording of Art 125 of the UCMJ is what should be reworked for homosexuals to serve openly in the military. So yes, without DADT one would stop the ADSEP of homosexuals, it would not stop one from ordering a Court-Martial of someone with potential characterization of service as BCD or DD.	Oct 25, 2010 5:46 PM
37	One of the main issues that has been discussed amongst my peers is the possible introduction of flamboyant service members to the commands. The other issue that we have discussed is the problem of verifying who actually have homosexual dependents and who do not; specifically, a possible fraud issue may arise by people trying to lie to get the increased BAH rates. One of the final issues that we have discussed was dealing with barracks. Specifically how to deal with the placement of sailors to prevent the cohabitation of sailors living with their significant others. You also run the risk of placing homosexuals with non-tolerant servicemembers.	Oct 25, 2010 5:54 PM

9. Please feel free to share any comments below.

Response Text		
38	The problems aren't with homosexuals. It's with all of the sexual harassment that they will receive and the command must deal with.	Oct 25, 2010 6:22 PM
39	Just because service people can serve openly, it does not mean (to me) they need to broadcast their feelings/orientation/religious preference/politics/etc...In an all-volunteer force, we need all the people we can get. It's up to the command to maintain good order and discipline. We sail short-handed, troops have deployed 3, 4, 5 times. I'd rather have fresh committed people working to get something done, than burned-out service members who could very well be gay anyway. Put the onus on commands to ensure professional relationships are appropriate and fall IAW military core values/UCMJ/etc.	Oct 25, 2010 6:25 PM
40	My major concern is that I would feel uncomfortable to be forced to share a bed or shower together in tight living quarters for instance on ships/subs. I still think that any mission can be accomplished.	Oct 25, 2010 6:45 PM
41	I never saw a problem with the "Don't Ask, Don't Tell" policy. I don't want to know the sexual preference of another service member. It's none of my business! In short, the old system works, and if it works, don't fix it.	Oct 25, 2010 7:18 PM
42	DADT will go away at some point in the near future. A person's sexual orientation does not matter when executing a mission. The problem comes when in port. The military reflects society, two girls holding hands and kissing is socially acceptable. Two guys doing the same is not. Also, the Navy goes to countries that have very strict views of homosexuality which we'll have to deal with. Do we tell a homosexual they can't go out during a port visit because they're at risk of being attacked due to their orientation? Another issue will be marriage. I think homosexuals shouldn't marry. The country will have to figure this out and the military will follow suit.	Oct 25, 2010 7:26 PM
43	The Military is trying to replicate society...have you seen the moral degradation of society lately? People drive by an overturned car on the highway because they don't want to get involved...Everyone wants to sue everyone else...No one wants to be responsible...it's always someone else's fault. Is this really what you want? A military full of panzies who bow down to every little whim? No, we need to stand strong and goddammit, if that offends someone, so be it.	Oct 25, 2010 7:34 PM
44	Several of your questions don't make sense and/or don't allow for an I don't know answer.	Oct 25, 2010 8:24 PM
45	These survey questions are poorly worded and can easily be skewed. They are written in a way that forces unintended conclusions from the responses, and provides little to no real quantitative data. I understand you are using a set group of questions to show a historical trend, however I doubt these questions could be academically validated or would pass any measure of professional, private sector scrutiny.	Oct 25, 2010 8:35 PM
46	Between those questions that were vaguely worded and those where I honestly believe that repealing DADT will have no significant impact I'd estimate there must be at least half a dozen questions for which there was no wholly satisfactory answer available. I understand that the survey needs to be consistent from year to year, but you should be careful about drawing meaningful conclusions from these answers as many of your "agrees" and "disagrees" are likely to be only very weakly so.	Oct 25, 2010 8:39 PM

9. Please feel free to share any comments below.

Response Text		
47	I have issues with homosexuals having the same rights to "marry" because marriage is between ONE man and ONE woman. I do not have issues with them having civil unions. I do not believe they should be allowed to serve OPENLY; however, I do believe that those who try to expose someone else as homosexual should be punished severely--don't ask, don't tell, don't pursue...Also, I believe that current benefits are unsustainable (healthcare, etc...) and if homosexual service members AND their partners were given the same benefits as heterosexuals then you would have extended benefits that are currently not sustainable. What about fertility??? What burden would that put on Navy Medicine? What services would become entitlements? Surrogacy... I realize the number of homosexuals serving is probably a very small percentage, but there are already people who have been "promised" future benefits (pensions, survivor benefits, healthcare, etc.) and I have doubts that any of these can be sustained so I do not believe that any more beneficiaries should be added.	Oct 25, 2010 8:51 PM
48	I don't want to share a berthing area or head with someone who is openly homosexual. Following orders from someone who is openly homosexual would be extremely difficult. I would likely resign if it came to this.	Oct 25, 2010 9:16 PM
49	Hopefully there will be a day when being a homosexual is not taboo. This is ridiculous. They are still people. Unless someone is actually homophobic (clinically proven, or something), there should be ZERO discrimination between homo/hetrosexual. Religious folk especially need to get over themselves. It is unfortunate this is still a debate.	Oct 25, 2010 9:37 PM
50	I didn't feel comfortable answering any of your "current policy" questions, because I don't know which "current policy" you're referring to, DADT or Rescinded DADT. I wanted to ensure that my responses were accurate, but had no way of telling which policy you're referring to since DADT is currently in a daily flux. I think you should clarify if you really want your survey to reflect an accurate accounting.	Oct 25, 2010 9:47 PM
51	The way some of the questions are asked I'm assuming this is survey is not accounting for the U.S. government's recent request for a freeze on halting the, 'Don't Ask, Don't Tell' policy? Or are you in fact talking about this freeze and the way all firings under the 1993 law must now be decided by one of the four service secretaries in consultation with the military's general counsel and his personnel chief?	Oct 25, 2010 10:45 PM
52	You should have had a neutral option for many of the questions. There were several that I neither agreed with or disagreed with.	Oct 26, 2010 1:34 AM
53	Although I understand the need to re-use the exact same format as previous surveys, it is clearly outdated. Setting aside the argument to include more current issues/concepts, the wording for the question, "Having a homosexual serve openly in my command would endanger mission accomplishment." should be changed from "would" to "could."	Oct 26, 2010 5:51 AM
54	this survey didn't even touch on the logistics of the situation. will all spaces require 4 different bathrooms or berthing spaces now? 1 for straight men, 1 for straight women, 1 for gay men, and 1 for gay women? what about forward operating bases where there isn't enough space to have 4 separate living, showering, and bathroom spaces? the current DADT works fine. don't change wasn't isn't broken.	Oct 26, 2010 5:51 AM
55	Many of the questions on this survey are outlandish and rude. The 50+ questions could have been cut down to 5 questions and achieved the same goal. We should stop spending money on surveys and use it to fix this ancient policy. It seems as if society and the military are not giving people enough credit.	Oct 26, 2010 6:22 AM

9. Please feel free to share any comments below.

Response Text		
56	First, on question 16, I feel that sexual orientation could be used against a homosexual regarding the safeguard of classified material. Blackmail could be used to negatively influence someone's actions. Second, this survey is vague at times. You mention "current policy" and "previous policy" several times but it isn't necessarily clear. Are you talking about DADT and the policy before that from the early 90's? That is how I read the survey.	Oct 26, 2010 6:24 AM
57	My biggest concern with doing away with DADT is that it opens another layer of fraternization that officers have to deal with. It seemed as though 90% of the discipline problems on my last ship were related to fraternization in a co-ed environment. I would prefer to not have the headache of more fraternization cases. This is not a good reason to keep DADT, but it is my biggest concern.	Oct 26, 2010 7:16 AM
58	I think the DADT policy is working and working well. I provides privacy for both sides. I think the fear would be people being too flagrant, "in your face" about their sexual orientation if DADT were repealed. Also, I do not agree with "gay marriage." Feel free to call it something else, but not marriage. On that same note how will benefits for their family members be decided? I am a proponent of the current DADT policy.	Oct 26, 2010 7:42 AM
59	There is no doubt in my mind that homosexuals should be allowed to serve openly in the military. It will diversify the talent pool from which the service may recruit from and allow these persons the privelege of military service and all of the benefits therein. My only concern is on the leadership side where officers and SNCOs may be confronted with ignorant aggression towards homosexuals from persons who do not understand or tolerate homosexuality. However, this does not justify the current or previous policy.	Oct 26, 2010 7:45 AM
60	I beileve that revoking DADT and letting Gays serve openly in the Military has the potential for real problems. Currently, when underway there are already problems with sexual conduct between male and female sailors that have to find a place to have intercourse. Having gay males or females that are co-habiting will only make this problem worse. Additionally, having heterosexual and homosexual sailors cohabitating has a great potential to make heterosexual sailors uncomfortable because of the extremely close quarters that they live in. It is everycommands goal to make the hard working men and women in the Navy as comfortable as possible and allowing openly gay sailors into the service could greatly affect the moral and welfare of the commands that they are assigned to.	Oct 26, 2010 7:52 AM
61	i feel some of the questions were asked to generated a "wanted" answer. Question 12, does not pertain to the military. There are numerous groups that should be tolerated in society (noncitizens, illegals, ex-cons) but that does not equate to being able to serve in the military. Question 35 is one that I can remember of hand and the one about whether homosexuals should have equal rights. I believe they have the right to apply to serve, but acceptance is based on requirements. One of which currently excludes homosexuals. No. 46 should be "would you get out after your tour." Resigning a commission is not as easy as it sounds.	Oct 26, 2010 8:22 AM
62	Homosexuality is a choice. If this choice is allowed to be flaunted and accepted, where do you draw the line and say no more? Animals? If you allow one, how can you prohibit the other if they are "born like that?" This is a slippery slope and the homosexual agenda will not stop with simple acceptance.	Oct 26, 2010 8:26 AM

9. Please feel free to share any comments below.		
	Response Text	
63	I left some of these questions blank, most of them, because I don't know what the "current policy" is. It has changed twice in the past 2 weeks with two different court rulings. There was one question that asked if working with a homosexual would affect mission accomplishment. I could not answer that because I find that there is a problem with many of these types of surveys. If I know they are a homosexual than the answer is yes, if I don't then the answer is no.	Oct 26, 2010 9:37 AM
64	The US Military has led in example for tolerance in the past and should continue doing so in all cases of discrimination.	Oct 26, 2010 9:41 AM
65	The survey should state the current policy of, "Don't ask don't tell" in each question.	Oct 26, 2010 10:08 AM
66	If don't ask don't tell is repealed the armed forces should go back to discharging homosexuals under the prior policies.	Oct 26, 2010 10:16 AM
67	I felt that the questions regarding "choice" in sexual orientation are unanswerable from a heterosexual point of view. If you are not homosexual how can you honestly answer the question? I personally feel that homosexuality is a combination of predilection and environment. Not being gay however, my answer is a guess at best. Interesting survey, good luck!	Oct 26, 2010 10:28 AM
68	I'm not sure what is meant by "the new policy" and "the old policy" or "the current policy." Is DADT the "new" policy or the old?	Oct 26, 2010 11:26 AM
69	Our society allows women to have equal rights. Without that fact, we would lose much of our potential. By limiting who serves in the military (even by inference of inequality), we will be excluding some superior applicants and reducing the potential of our armed forces.	Oct 26, 2010 11:52 AM
70	A military member should never be defined by their sexuality. Gender and sexual orientation should be omitted from the definition of what makes up a sailor or soldier. DADT was a step towards disregarding sexual preference and should not be relaxed in favor of open acceptance and conscious recognition of sexuality as a defining characteristic of military members.	Oct 26, 2010 12:04 PM
71	I feel the current policy of "Don't Ask, Don't Tell" should stay in place for the betterment of the military.	Oct 26, 2010 12:26 PM
72	In place of "current policy" in your survey, you should state "Don't ask, don't tell" to eliminate confusion.	Oct 26, 2010 12:57 PM
73	While this seemed a thorough survey, the distinction between "new policy" and "old policy" was unclear; nowhere in the survey does it mention which policy to which it is referring. I'm guessing it is the 1994 DADT policy, but I would hardly consider that "new," especially with it's future in question. Additionally, there has been reporting that recruiters are not turning away openly gay recruits due to recent court findings, and this could very much be considered "new policy" in this survey. I would recommend a brief background paragraph at the top of the page to define the scope of the survey.	Oct 26, 2010 1:07 PM
74	I hold no harsh feelings for homosexuals, but to say that they wouldn't affect unit cohesion is ludicrous. Shipboard life wouldn't change for the worse? Gay only berthing? Sharing a two man stateroom with a gay person, not me. Why not just have men and women share a stateroom? Why not get rid of fraternization altogether? The military is not a social experiment. We are role models for society, that's why we have a tolerant policy now and that is where we should stay. We don't need to waste resources actively prosecuting gays, but we can't tolerate open conduct that is contrary to the good order and discipline of military units.	Oct 26, 2010 6:56 PM

9. Please feel free to share any comments below.

Response Text		
75	While I do believe homosexuals should have the same rights as heterosexuals for the most part, I do not like the idea of them serving openly in the military. On ships and in barracks we separate men and women mainly because of comfort and to avoid sexual issues. If we have open homosexuals in the berthing or barracks this will cause major issues and distract from the missions. I don't think it's fair, but unless we start making all gay berthings or completely integrate the berthings I don't see this working out well.	Oct 26, 2010 7:24 PM
76	I personally have no issues with homosexuals serving, provided they are held to the same standards as all other service members and receive no preferential or detrimental treatment because of their orientation. However, the greatest problems with unit effectiveness will occur when the command climate is such that homosexuals are not excepted, despite what attempts the leadership makes to foster an atmosphere of acceptance. Leaders cannot ignore the very real possibility that despite whatever noble intentions they may have in creating a command that accepts people of both sexual orientations, the effectiveness of the unit may suffer if those members are included. This is possible even with the most inspiring of leaders.	Oct 26, 2010 7:40 PM
77	I did not like the way that this survey was presented. The questions could be phrased better. Additionally, what is the old and new policy that was being referred to? Prior to DADT? The interesting thing about this policy involves many issues that were not covered. Men and women don't share staterooms, heads, etc. for a reason. If we repeal DADT, are we saying that they are a minority group? The numbers are small? Why don't we then have men and women living together? Co-ed heads? Etc. There are many other elements to consider here beyond just sexual orientation and tolerance.	Oct 26, 2010 10:31 PM
78	I don't think all homosexual individuals are genetically disposed to being that way. While it is probably true that most are, I believe that others choose to be that way for a myriad of reasons. Society, abusive relationships, etc. I also don't believe that homosexuals should have the right to marry in a Church, but they are entitled to civil unions under the law. If, however, a Church wishes to consecrate a union of a same sex couple, it is ultimately the decision of the Church. Bottom line: I don't see an issue with gays in the military. However, PDA, regardless of sexual orientation, is unacceptable. Keep it at home. We should be focused on fighting wars, not what's going on in someones bedroom.	Oct 27, 2010 5:44 AM
79	Good luck, with your project, dude.	Oct 27, 2010 9:27 AM
80	Your questions pertaining to "current policy" is unclear. I am unsure what policy you're specifically referring to (e.g. Don't Ask Don't Tell, gay discharge raised to the flag level, etc.).	Oct 27, 2010 9:33 AM
81	1st, there should be a "No Opinion" option. Many answers I neither agree nor disagree. 2nd, You should have clearly defined what the "current policy" is. That is in light of justice department rulings of suspending DADT.	Oct 27, 2010 11:32 AM

9. Please feel free to share any comments below.		
	Response Text	
82	I think the biggest problem with allowing homosexuals to serve openly in the U.S. military is the danger of intolerant fellow servicemembers taking actions against them. I have been at a command where the reaction was so serious to a CPO admitting he was gay, the CO feared for his life. Gays are not the problem in the military. They can be just as contributing as any other servicemember. The problem is the lack of acceptance by their peers causing unit incohesion.	Oct 27, 2010 12:24 PM
83	I feel that some of the questions in this survey were very vague because of lack of context, hence I left them blank. Also, I assume by "current policy" you meant the overturning of Don't Ask Don't Tell. That is vague too, since its not really clear to me what the actual policy is today. At this moment, I don't know which policy is currently in effect.	Oct 27, 2010 12:38 PM
84	Some questions are to ambiguous to answers with definite resolution. This survey truly needs rework.	Oct 27, 2010 1:44 PM
85	It's not a question of competence for gay people to serve in the military. They've been doing it for years, in all types of jobs. The problem is the people who have problems with gay people. There might be a temporary backlash if gays are allowed to serve openly, but isn't there always when pro-gressive institutional change is implemented?	Oct 27, 2010 6:08 PM
86	I think you should have an option on the survey for neither agree or disagree.	Oct 27, 2010 6:43 PM
87	This survey would probably have benefited from offering a "neutral" opinion option for each question. On many questions I was forced to either protagonize or antagonize an issue on which I had no distinct feelings one way or the other, which tended to misrepresent my actual beliefs.	Oct 27, 2010 8:04 PM
88	questions got confusing on the first page regarding old, current and possible new policy. It referenced an old policy as one existing before DADT, however, that policy is not identified. Not sure what you're asking. (question 42 and 43) No questions about sexual harassment in this survey. Didn't really seem to have any questions about 'asking' or 'telling'. Didn't seem like you were talking about the policy as much as just one's perception of homosexuals. May want to change the title.	Oct 27, 2010 10:20 PM
89	I feel the largest impact to homosexuals serving openly in the Armed Forces is not what a homosexual is capable of doing in combat situations, their orientation in confined spaces (barracks, showers, etc) but more how they will be treated by their fellow heterosexual shipmates.	Oct 28, 2010 7:08 AM
90	queers do NOT belong in the military. Just because it's slowly becoming accepted in the civilian sector DOES NOT mean it's right for the Military. If God had wanted queers, he would have made us that way. He wouldn't have specified Man and Woman, he'd'a just made us all shemales. Queers are not right, and they need to be gotten rid of.	Oct 28, 2010 7:21 AM
91	I left several questions blank that did not have answers that I thought were representative of how I felt.	Oct 28, 2010 7:22 AM

9. Please feel free to share any comments below.

Response Text		
92	The main issue with gays in the military are people who think they are going to violated or assaulted in some way on ships or close-quarters situations. The simple fact is gays are already serving, they just aren't allowed to be human like straights. I think this is a grave injustice. Some of my best sailors were gay. It kills me when we throw out great sailors who WANT to be at work because they do not conform to some uptight, religious belief that they are wrong. I though God said love your neighbour as yourself. He did not say, unless they are gay, Jews, Blacks, Arabs, etc.....	Oct 28, 2010 7:42 AM
93	While I support the full integration of homosexuals in the US Military, I believe it should only be done if the military can treat them as if they are a 3rd gender. For example, berth them together and provide separate heads. Otherwise, good order and discipline may suffer due to prevailing attitudes stoked by religious teachings.	Oct 28, 2010 7:43 AM
94	You should add the option to choose "indifferent" to only being able to agree or disagree.	Oct 28, 2010 7:46 AM
95	I would have preferred a neutral choice for some of these questions. There were some that I neither agreed or disagreed on.	Oct 28, 2010 8:13 AM
96	Some responses are not completely accurate because there was no possible answer for the middle ground, however, all answers are as close as possible.	Oct 28, 2010 8:32 AM
97	The lack of the middle-ground answer made answering this survey difficult. There have been times in my experience where there was no impact by the sexual orientation of service members I've worked with. I'm also indifferent to some of these statements.	Oct 28, 2010 8:36 AM
98	In reference to current policy, not exactly sure which policy is being referred to, DADT or the new one that is trying to be passed but is still being challenged. Some questions regarding how homosexuals have an affect on "X" or endanger "Y" are to open, heterosexuals could just as easily have the same affect. For example, sexual advances towards others, or medically endangering a command, anyone can get an STD not just homosexuals. I am religious and not sure how neutral this survey is suppose to be but some of my answers were on the idea that our culture today does not need to openly accept homosexuals, including the military but at least still understand that they are people who have feelings and should be treated with love and kindness. I believe that homosexuals are not born like that and that it can not be cured with medicine but it is a result in most cases of some improper upbringing that sent them down the wrong path. Love and empathy combined with trying to understand them is one thing that our current society needs to get a grasp on rather than ridicules and persecution. Can we as a military really think that their are no homosexuals in any of our SOF's...seriously and they do things that most people could never do. Anyway, good luck on the survey.	Oct 28, 2010 8:37 AM
99	The questions in this survey, in many cases, don't allow accurate representation of answers. I agree that people should take a solid stand on their beliefs, but sometimes there is not enough evidence to form an opinion one way or another. In those cases, I wanted to state that I just didn't know.	Oct 28, 2010 8:38 AM

9. Please feel free to share any comments below.

Response Text		
100	This survey deals with DADT and implies that reflects "current policy." If DADT has been reversed, I'm not alone in being confused. Does that mean the current policy is enforcement of the UCMJ, which was suspended under DADT? Is there another policy? Or has our civilian leadership abrogated responsibility to promulgate clear policy, instead leaving a guidance vacuum after reversing DADT? The answers to all the questions above regarding my thoughts on "current policy" are obviously contingent on understanding what that phrase means, today, in the fleet. We are all professionals and volunteers, and will follow the lawful orders of the President and those appointed over us. We only ask that they make the orders clear. The division of labor is they make the hard calls, we execute the orders. As soon as they do the former, I'll happily do the latter.	Oct 28, 2010 8:54 AM
101	I think there are some limitations on the answers. Some of my answers would have been neither agree or disagree. Others like to "are homosexuals born that way" or "psychological" I would say it has to do with both, so agree and disagree are limiting.	Oct 28, 2010 9:34 AM
102	The wording of many of the survey questions limited my participation. For many of the questions I have either no opinion or none of the answering options (for, strongly for, against, & strongly against) appropriately captured my opinions. For example, "Would I like to have a homosexual officer/service member assigned to my command?" I'm really indifferent to their presence, but an indifference position is not an option.	Oct 28, 2010 9:41 AM
103	Whenever anyone's sexual activity becomes an issue for the command regardless of orientation it is bad on all accounts. Don't ask don't tell should apply across the board and no one should discuss their sex lives in a professional setting. With that said, individuals should not be discharged on sexual orientation alone. Sexual conduct such as infidelity and frat should be addressed the same for hetro and homosexuals.	Oct 28, 2010 10:03 AM
104	The policy of DADT is the better one than Gays openly serving...	Oct 28, 2010 10:05 AM
105	Homosexuality is addressed clearly in the Bible. Homosexual conduct is the origin of sexually transmitted diseases. Immoral behavior, such as homosexuality, should not be encouraged, approved of, or accepted by the U.S. Government. By allowing homosexuals to serve openly, I will no longer align my personal values with the Marine Corps...values which have been a huge part of who I am. By allowing homosexuals to server openly, my joy of service will be diminished which I classify as an 'injury.' This injury should be compensated.	Oct 28, 2010 10:22 AM
106	Bad idea and it is a fallacy to compare sexual orientation to civil rights or racial issues.	Oct 28, 2010 10:46 AM

9. Please feel free to share any comments below.

Response Text		
107	"Don't Ask Don't Tell" has been a heated issue for the military for quite some time now. The issue of one's sexual orientation is morally appropriate is moot. However I cannot understand for life of me of how some servicemembers can be kicked out of the military for this specific reason and then be allowed to be re-activated into active duty (I saw this with two sailors initially attached to the Kitty Hawk who were allowed to re-enlist after 9 months of being discharged and then a sailor in King Bays). Is there something wrong with this? The policy seems flawed, and frankly I think it is a waste of our resources and time to let someone go, but allow them to re-activate into the services after a period of time. I think that while people are concerned about fraternization in tight quarters, this is an issue that is not based just around gays. Even though people have sexual urges (we are human beings), they still are capable of knowing the difference between right and wrong, and should be held to a standard of professionalism that is required in all sailors and servicemen. As a female, I have experienced this issue first-hand with combined crews and working with men on a regular basis in tight quarters. Yet the men I have worked with as well as myself have displayed a level of professionalism and restraint which is needed in order to accomplish the mission. I do not think that gay servicemembers are unaware of this requirement in order to succeed in military operations. We do not run cruise ships, we are warfighters. If men and women feel compelled to serve their country and are able to do so, then they should be given this God-given right to do so. If they hold a personal consenting relationship between another consenting adult, then this should be none of my concern, and if I feel uncomfortable with it, then it is my problem. Israel which the CNO has often mentioned as a model for our military emulate has for years allowed gays to serve in the military, and through this policy they have thrived as a cohesive military that is reflective of it nation. Our nation has prided itself on diversity and our ability to have many different perspectives that can tackle any problem this nation faces defensively and diplomatically. I think this belief should extend to sexual orientation. Hold all of us at a standard of behavior, but do not suppress people based upon their sexual identity and before they have committed any offenses that would be militarily unprofessional.	Oct 28, 2010 10:48 AM
108	I'm a firm believer of the phrase, "if it's not broken, don't fix it." I don't think that the policy we have right now is broken and therefore, why are we trying to fix it? I think allowing open homosexuality will make life even harder for gays in the military and it's a shame. That being said, I think the military will make it through whatever changes are made because history has shown (females in the military, African Americans in the military, etc) that with every rock you throw in a pond, there will be a big splash but then it all thins out. I am not against gays in the military but I think being 'openly gay' is not conducive to military readiness or unit cohesion. How would the showers work, etc? Could I take a shower with the men now that gays can take showers with me? It seems rather inappropriate either way. Does that mean that gays will have their own shower? How is that making our unit more cohesive? Either way, you can see I have a HUGE problem with that.	Oct 28, 2010 11:06 AM
109	Some of these questions are misleading - What do you mean by the "current policy" ? Due to the recent court rulings, I am not sure I understand which policy you mean. Do you mean the standing DADT policy? Or are you referring to the presidential initiative to phase out DADT? Or the court ruling that struck down DADT, allowing gays to serve openly?	Oct 28, 2010 11:20 AM

9. Please feel free to share any comments below.		
	Response Text	
110	Integration of homosexuals in the military should be slow and on a unit to unit basis. start with the support, admin, and non-combat units, then the deploying units, then the combat units. The military does the mission first. if credible evidence can show that a homosexual openly serving hurts the mission then integration should not be allowed.	Oct 28, 2010 11:37 AM
111	I left a few answers blank since I am indifferent about the situation.	Oct 28, 2010 12:13 PM
112	Regarding the questions about "since the new policy was implemented", I have not served under the old policy. You're probably already handling that in you statistical review, but I understand you have to give the same survey.	Oct 28, 2010 12:14 PM
113	Regarding serving in any community - anything but special operations. this is only because whereas I do not personally have a problem with homosexuals, I'm 90% sure that it would be bad for unit cohesion. In a community where being able to trust your peer is of the utmost importance, this would be detrimental. Also, some of the questions were confusing with the current flip-flopping of "current policy" floating around the courts right now.	Oct 28, 2010 1:30 PM
114	No answers coded for indifference, no opinion, or "don't know".	Oct 28, 2010 1:30 PM
115	I firmly believe homosexuality is a learned trait and behavior that is decided by the individual. Sexual behavior that interferes with the unique military mission should not be tolerated. Like many issues, the UCMJ does not and should not reflect civil code.	Oct 28, 2010 1:51 PM
116	I believe homosexuality is a psychological problem and that no person is innately homosexual or born with a gene that predisposes them to homosexuality. Due to this belief, I feel I would never fully trust an openly gay individual just as I would not fully trust anyone with a psychological problem that was not involved in some form of therapy to remedy the issue.	Oct 28, 2010 2:03 PM
117	I understood the question, "Should homosexuals and heterosexuals have the same rights?" to refer STRICTLY to constitutional rights. (In this case I strongly agree.) Neither the "right" to marry nor the "right" to serve in the US Military are constitutional rights.	Oct 28, 2010 3:04 PM
118	I believe that the majority of problems involved with gays serving openly in the military will stem from their straight counterparts. People who are uncomfortable with racking next to a gay or who have strong religious objections have a potential to cause a lot of problems. This also leads to the question of berthing on board Navy ships. Are we going to set up additional berthing space for gays? If so will that lead to discrimination concerns? I believe that there are going to be plenty of obstacles to overcome when gays are allowed to server openly. The service will get through it, but it's going to be a very difficult conversion.	Oct 28, 2010 4:05 PM
119	No further comments.	Oct 28, 2010 4:25 PM

9. Please feel free to share any comments below.

Response Text		
120	I have been in the Marine Corps for over 24 years. Started as an pvt, SSgt, up to major. I have never had a homosexual openly admit they were gay to me. I have never met a gay male but I have know some gay females whom have followed each other throughout their careers and retired. I have no problem with homosexuality as long as proper facilities are provided for them. The military is a staging area for implementing new policies that are considered extreme: womens' rights, desegregation, no smoking in building, etc. I don't want to have to watch my back when I am in the head. DADT policy is a brilliant policy. It does not disrupt discipline, heterosexual and homosexual service members keep their dignity, and Uncle Sam get to fill its ranks and saves its tax dollar for more important things like new barracks rather than new johns.	Oct 28, 2010 4:44 PM
121	My views have changed slightly over my 15+ years. I've seen more tolerance for homosexuals in the military. My concern is basically the same as women in the military. I have very little issues with women in the military, but my biggest concern is berthing. We don't berth men and women together due to the differences in sex and the possibility of sexual relations occurring. So do we berth homosexuals and heterosexuals together? My answer is simply no. But berthing homosexuals together is just adding to the problem. Another issue that may arise is what if we have another issue like that of the USS IOWA back in the 80's? One man jealous of another and a potential sabotage in a gun turret, which managed to kill 40+ innocent personnel. This is an interesting issue and I'm curious to see how this plays out over the next few years.	Oct 28, 2010 6:06 PM
122	Defining current policy and old policy would have helped in answering some of the questions considering the "policy" has changed more in the past few months -- recent federal judge ruling -- than it has in the last several years. Or, strictly define current.	Oct 28, 2010 9:28 PM
123	I assumed that all questions referring to "current policy" were about "Don't ask, Don't tell," but I am unsure what current policy actually is due to recent court actions. It would be helpful to explicitly state what policy is being asked about vice generally stating "current policy."	Oct 29, 2010 12:21 PM

9. Please feel free to share any comments below.

Response Text		
124	Lt Vergara - I would like to talk to you, but am working on my thesis research over the next three weeks. First of all, I was born on a farm. I grew up on food stamps and nothing was 'given' to me. I am very patriotic and a Christian. I believe it when George Washington said that it is up to the American public - it is their duty - to ensure we always have Christian leaders watching over this country. I know the founders of this great Nation carried a Bible around with them everywhere they went and consulted it daily for advice. To discount Christianity in order to make exceptions or excuses for anything is equivalent to disregarding our Nation's Heritage and Constitutional foundation. I grew up in a separated family. When I was in High School we were in Saudi Arabia and Kuwait. I watched CNN every night and - I know it sounds silly - with my .22 rifle stretched out across my lap. I remember wanting to be there - why shouldn't I have? - Those Marines were. They were the only ones I saw on TV, so when I walked into the recruiting office I did not stop at any other office space. My recruiter's name was Sergeant Owens. He was an Infantry Marines who had been in Beirut. I asked my parent to sign for me, because I was 17 at the time, but they would not. A few months later I turned 18 and signed for myself. It took only a few months for my parents to realize that I had made the right choice. I was enlisted for 12 and 1/2 years as an Infantry Marine. I have spent about three years in the field out of my 19. I have served on the fence line down in Cuba, in Haiti, in the Mediterranean, in Iraq and in Okinawa for three years with my wife and children. I have been to over 32 countries around the world - there is no country like the United States. I served as an instructor at the School of Infantry at Camp Lejeune for over a year, training hundreds of Marines, and putting combat effective young men on our front lines. I have served at 8th&I, burying men who fought, and in some cases died for this country. They joined a military quite different from ours. I served in Iraq (simultaneously) as Company Executive Officer, Motor Transport Platoon Commander and Security Platoon Commander. I have led over 75 convoys and missions throughout the Al Anbar Province. I prayed every time we went out, and I think all of my Marines and Sailors knew it. I thank God all of my Marines came home safe. As an officer, I have trained over 450 Marines and Sailors for entire PTP packages, in preparation for the plus-up in Afghanistan. I have also held the position of Company Commander as a junior Captain - and only officer - with cognizance over 250 Marines. Simply put, open homosexuality will not work in our military. I will not serve any longer for this Nation that I love if I am forced to work with homosexuals in an open manner. Although I don't like the idea of a fellow homosexual service member 'checking me out' in group shower scenarios, as is often the case in the infantry - and many other places in our military - the current policy works. If they perform their duties, I do not need to know if they are gay or not - I just need to know that I can trust them implicitly. As I mentioned, I have a lot of time in the field. I learned very quickly that you have to trust the man (or woman) next to you - you are of the same mindset, the same thoughts, the same loyalty to each other and to the unit. There can be no question of whether someone can do their job - there can be no question that someone might or could endanger the lives of others simply due to personal factors. Your own personal factors have to dissipate in order to take care of the team. If these people are so concerned about themselves I don't want them serving with me anyway because it seems they are very self-centered and not team oriented. Any percentage of our American population making decisions that could endanger the lives of Military Members is unacceptable in an all voluntary force. In the Marine Corps, we are taught to take care of each other. To look out for everyone else, because if we do that, it means I have about 30 other Marines watching out for me, and that's a lot better than I can do by just	Oct 29, 2010 12:55 PM

9. Please feel free to share any comments below.

Response Text		
124	taking care of myself. This concept of openly serving disrupts the very foundation of our military. The Military is supposed to represent the ideals of our Nation. Even the "Don't ask, don't tell" is not the military I joined. Mothers see their children become men and women and testify to Marine Drill Instructors "you did in twelve weeks, what I couldn't do in 18 years." This clarifies the purity of ideals – of concepts and history – pride and tradition – that are contained in our Military. Once these are gone, they will never come back. Homosexuality is not part of our heritage. Allowing homosexuals to serve openly does not represent our country in the appropriate manner. I pray that the President will make the moral decision needed to take care of this Country, and not for a self-serving small percentage of our population. God, Country, Corps. Semper Fidelis... Captain of Marines	Oct 29, 2010 12:55 PM
125	There is another reason to oppose gays in the military that has not been brought up in any discussion that I've been a part of: QUOTAS. Everyone KNOWS the Navy has promotion quotas. White male officers already have to deal with a deck stacked against them because of racial and gender quotas - now this would be just one more quota that would eventually mean lesser numbers of highly qualified white (heterosexual) males will get promoted. It would be the continuance of the policies that are weakening our Navy and military as a whole.	Oct 29, 2010 2:50 PM
126	I feel personally and am quite sure that my fellow officers on my submarine felt that the "don't ask don't tell" policy is a very good policy. I do not personally care if a person that I am serving with is gay or not. Sexual preference has absolutely no bearing on a person's ability to perform, however having service members being openly gay opens up a whole pandora's box of problems and would not be good for the armed forces. Since homosexuality is not even completely accepted in the civilian world, I don't feel as though the military should be an instrument for social change.	Oct 29, 2010 5:45 PM
127	Gays in the military will, without a doubt, degrade the overall effectiveness of the military and destroy the image to US veterans, as well as, our foreign adversaries. It will be the biggest mistake we as a nation to make.	Oct 29, 2010 6:04 PM
128	The comparison to the historical racial segregation in the armed forces seems pretty obvious to me. If we wait until everyone is 'comfortable' with the idea before granting this class of citizens equal rights, we will be denying those rights to them indefinitely. You will always have people struggling against learned prejudices. These can be overcome in time with exposure to what they have an unreasonable phobia against.	Oct 30, 2010 5:34 PM
129	I took this survey after the repeal of DADT, but I answered the policy questions as if it were still enacted. I think we are going to look back on this policy as a failure and an embarrassment for the military.	Oct 30, 2010 6:44 PM
130	This survey wasn't clear of what Current, Old, New policy actually are or were. No opinion option is better than not answering a question.	Nov 1, 2010 9:21 AM
131	I retok the quiz because I mistakenly thought current policy was acceptance of gays into the military (based on judge's ruling). Now I understand current policy in this quiz was DADT.	Nov 1, 2010 6:53 PM
132	DADT works fine!	Nov 2, 2010 6:36 PM

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